DOCUMENT RESUME

ED 369 352 HE 027 391

AUTHOR	Sandler, Bernice Resnick, Ed.
TITLE	About Women on Campus. Volume 1, Numbers 1-4. Volume 2, Numbers 1-4.
INSTITUTION	National Association for Women in Education, Washington, DC.
PUB DATE	92
NOTE	134p.
AVAILABLE FROM	National Association for Women in Education, 1325 18th St., N.W., Suite 210, Washington, DC 20036-6511 ($20).
PUB TYPE	Collected Works - Serials (022)
JOURNAL CIT	About Women on Campus; v1-2 n1-4 1992-93
EDRS PRICE	MF01/PC06 Plus Postage.
DESCRIPTORS	Civil Rights; College Administration; College Athletics; College Students; Engineering Education; Federal Legislation; *Females; Freedom of Speech; *Higher Education; Science Education; *Sex Bias; Sex Differences; Sexism in Language; Sexual Abuse; Sexual Harassment; *Women Administrators; *Women Faculty

ABSTRACT

These eight newsletters for women in higher education administration and teaching published in 1991 and 1992 contain regular features as well as topics special to each issue. Features that appear fairly regularly include brief news bits on students on campus, nonsexist language, working in academe, sexual harassment and sexual assault, women in science and engineering, news from around the world, resources, and job announcements. Individual issues offer lead articles. In the first issue "A New Name, New Programming, and All the News About Women on Campus" announces the newsletter and describes its mission. The second issue leads with "Good News: New Civil Rights Act Benefits Women" which notes effects on women of the 1991 Civil Rights Act. The third issue leads with "The Free Speech Debate" and discusses the "free speech versus harassment" conflict on campuses around the nation. The fourth issue follows up the free speech debate with further news and discussion of the Supreme Court's June 1992 ruling on the issue. The fifth issue highlights federal legislation regarding sexual assault. The sixth issue looks again at sexual assault and litigation and events around the nation. The seventh issue leads with news on women in athletics. The eighth issue addresses Title IX compliance. (JB)

Reproductions supplied by EDRS are the best that can be made
from the original document.

ED 369 352

ABOUT WOMEN ON CAMPUS

VOLUME 1, NUMBERS 1-4
VOLUME 2, NUMBERS 1-4
SPRING 1992 - FALL 1993

HE027391

BEST COPY AVAILABLE

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it

☑ Minor changes have been made to improve reproduction quality

- Points of view or opinions stated in this document do not necessarily represent official OERI position or policy

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

National Association
for Women in Education

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

HE

ABOUT WOMEN ON CAMPUS

VOLUME 1 NUMBER 1 ◆ WINTER 1991

A NEW NAME, NEW PROGRAMMING, AND ALL THE NEWS ABOUT WOMEN ON CAMPUS

◆ One of the "old girls" in American higher education has a new name and an expanded focus. Earlier this year, the National Association for Women Deans, Administrators, and Counselors (NAWDAC) announced it is now the National Association for Women in Education (NAWE). Founded in 1916, NAWE is one of the oldest professional associations for women. Its primary mission has been to support the personal and professional growth of all women--older and younger, majority and minority, those in the mainstream and those with disadvantages and disabilities--throughout their careers. The Association has traditionally offered a wide range of programs in professional development, scholarly research, and advocacy.

Along with its new name, the Association is introducing innovative new programs and services designed to meet the ever-changing needs of women in education. One of the most exciting new initiatives is this quarterly newsletter, *About Women on Campus*, which will cover women's issues in higher education, providing news about policies, programs, trends, women's studies, laws and litigation, federal activity, resources, and other information of interest and use to those on campus working for equity.

Bernice Resnick Sandler, Senior Associate at the Center for Women Policy Studies (CWPS), serves as editor of *About Women on Campus*. Sandler, a long-time member of NAWE, formerly was director of the Association of American College's Project on the Status and Education of Women (PSEW), which she founded in 1971. She edited the PSEW newsletter for nearly 20 years.

About Women on Campus, which is being produced in cooperation with the Center for Women Policy Studies, is the first activity of the Association's new Women's Issues Project, which is being directed by Patricia A. Farrant, who also edits NAWE's journal, *Initiatives*. Patricia Rueckel is serving as Business Manager of the project and the newsletter.

CONTENTS

Students on Campus 2

Words, Words, Words 3

Working in Academe 4

Women: Letting Them In or Keeping Them Out 5

Women in Science and Engineering 5

Around the World 6

Sexual Assault 7

Sexual Harassment 9

Women in the Curriculum 11

Job Line 13

EtCetera 15

NATIONAL ASSOCIATION FOR WOMEN IN EDUCATION ◆ NAWE

STUDENTS ON CAMPUS

COLLEGE: IT'S DIFFERENT FOR WOMEN

◆ Women students have different expectations than male students for their advisors; they study differently, are more self-critical, and use different criteria for liking their college experience, according to the Harvard Assessment Seminars. Senior administrators from Harvard and twenty other colleges have met regularly for several years and initiated numerous research projects. Among their findings:

•Women were more likely to want an advisor who "will take the time to get to know me personally" while men want an advisor who "knows the facts." Men cited academic guidance as their prime concern while women cited interpersonal qualities in the relationship more often.

•Women were more likely than men to study alone. Yet the research also notes that the many men and few women who participated in study groups reported they enjoyed the work more and felt they learned more.

•When troubled about their academic performance, women tended to be more self-critical and were more likely to look inward ("I don't think like a scientist") than men, who tended to blame external factors or circumstances ("I couldn't study enough because I was committed to the swimming team").

•Women's satisfaction with their academic experience was more closely tied to their grades than men's, but women's overall satisfaction with their college experience was less tied to grades and more influenced by personal relationships and informal encounters with faculty and advisors.

These findings and others, along with their implications for teaching and learning, are described in the 94-page report, "The Harvard Assessment Seminars, Explorations with Students and Faculty about Teaching, Learning, and Student Life. First Report, 1990." Available free from the Graduate School of Education, Harvard University, Larsen Hall, Cambridge, MA 02138.

WARMING UP THE MICHIGAN CLIMATE

◆ Concerned about the negative experiences some women students encounter in the academic environment, the Women's Issues Commission of the Michigan Student Assembly at the University of Michigan collected first-person accounts from students. Men and women of various racial/ethnic backgrounds described both positive and negative experiences in the survey, which was prepared in conjunction with the task force on climate issues of the president's advisory commission on women's issues.

In "Gender and Academic Climate at the University of Michigan," the 26-page booklet resulting from the survey, students relate their experiences with faculty--describing sexual innuendos, stereotypes in language usage, invisibility, and backlash, as well as incidents indicating insensitivity on the part of faculty. A brief list of suggestions for faculty members and a list of campus resources are also included.

Thousands of copies were distributed on campus to student organizations, administrators, and women's groups and to people in teaching positions. The booklet could be a model for other campuses contemplating similar efforts to educate the academic community about the chilly climate. For copies, contact the Center for the Education of Women, University of Michigan, 109 East Madison, Ann Arbor, MI 48109-1340.

ABOUT WOMEN ON CAMPUS

Women's Issues Project
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant
Editor: Bernice Resnick Sandler
Business Manager: Patricia Rueckel

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $65 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

Volume 1, Number 1, Winter 1991

© 1991 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual preference, or disability in any of its policies, procedures, programs, or practices.

FINDING STUDENT PARENTS WHEN THEIR KIDS NEED THEM

◆ Student parents often worry about what will happen if they are in school when their child has a medical emergency. The Women's Resource Center at the University of California-Irvine has an answer. Students who sign up for their parent locator service can use the center's number to be called if there is a medical emergency. The center will contact the student in class. The service is available weekdays, from 8:00 a.m. to 5:00 p.m. For further information, contact the Women's Resource Center at the University of California-Irvine, Irvine, CA 92717.

FIRST AMENDMENT PROTECTS "UGLY WOMAN CONTEST"

◆ A US district court judge overturned the suspension of a George Mason University (VA) fraternity accused of offending Blacks and women by holding an "Ugly Woman Contest." Members of Sigma Chi fraternity had dressed up as women, with the assistance of Gamma Phi Beta sorority. One man had dressed as a Black woman, wearing blackface and a wig, with pillows strapped under his blouse and the back of his skirt. Both Sigma Chi and Gamma Phi Beta had been prohibited from participating in any activities or events other than those related to cultural diversity or women's issues. The fraternity sued George Mason, noting that the school's assistant director for student organizations had approved the contest. Judge Claude M. Hilton stated that the university "may not discipline students by infringing on their First Amendment rights based on the perceived offensive content of the activity."

COURT VOIDS HATE-SPEECH CODE OF UNIVERSITY OF WISCONSIN

◆ The First Amendment was cited in striking down the University of Wisconsin's policy against hate-speech, which barred epithets or slurs based on a person's race, sex, religion, sexual orientation, disability, or ethnic origin. The University had been sued by the student newspaper and several students who believed the policy violated their constitutional right to free speech. The decision on the policy, which penalized students for creating a "hostile learning environment," may make it more difficult for institutions to restrict offensive speech simply by prohibiting it. In 1989, a district court also struck down a University of Michigan policy prohibiting offensive speech directed at individuals or groups.

WORDS, WORDS, WORDS

AND STILL ANOTHER SOLUTION TO "THE GREAT PRONOUN PROBLEM"

◆ The Faculty of Medicine at Memorial University of Newfoundland, Canada, has been struggling with the use of the pronoun "he" to denote both sexes. A committee of the medical school, set up to assist faculty in designing learning objectives, decided to use "she" throughout its report. The senior male faculty member who suggested the change reasoned that "we have thousands of other documents containing 'he' as well as hundreds of years of discrimination to make up for." The introduction to the document states that "feminine pronouns are used throughout to denote graduate physicians of both genders." The report was unanimously passed by the faculty council without any disagreement about the choice of pronoun.

FRESHMAN OR FIRST-YEAR STUDENT?

◆ Many students have complained that the word "freshman" does not include women, and that a more gender-neutral term is needed. "Freshperson" carries other connotations and the term "first-year student," common in most other countries, seems to be the popular favorite.

The American Association of University Students is pressing for the adoption of "first-year student." Among the many institutions who have made the change to "first-year student" either formally or informally are Trinity University (TX), Macalester College (MN), and Brown University (RI).

COURSE LABEL TELLS ALL

◆ Georgetown University (DC) calls its English 112 course "White Male Writers." The course covers the work of Hawthorne, Melville, and Twain.

WORKING IN ACADEME

AS USUAL, THE WOMEN ARE BEHIND THE MEN

◆ Women constitute about 27 percent of full-time faculty nationwide, a figure that has remained stable for approximately ten years. According to the recently released 1988 National Survey of Postsecondary Faculty conducted by SRI International under contract to the National Center for Education Statistics, women were 21 percent of the faculty at public research institutions and only 19 percent at private research institutions. In contrast, 38 percent of the faculty at public two-year colleges, which are the lowest-paying institutions, were women. At liberal arts colleges, the figure was 29 percent.

Men are still more likely to hold the rank of full professor and to have tenure. Women are more likely to be assistant professors, lecturers, or instructors, even when all are faculty with doctorates or first professional degrees. For example, at research and doctoral institutions, 47 percent of the men but only 14 percent of the women were full professors; at the associate professor rank, 28 percent of each gender held the rank of associate professor; only 20 percent of the men, but 42 percent of the women, were assistant professors. Similarly, 68 percent of the men but only 38 percent of the women held tenure. The data from other four-year institutions show a similar pattern.

Men earned higher salaries as well, even when the data were broken out by academic rank and type of institution. A summary of the survey appears in the *Journal of the College and University Personnel Association*, Spring 1991, 42(1).

Similarly, the annual survey of faculty salaries conducted by the American Association of University Professors concluded that the salary gap between men and women continues. At the full professor level, men earn about 13 percent more than their female counterparts. The difference between average salaries for men and women associate and assistant professors was eight and nine percent respectively, percentages that were almost identical to those in the previous year's report.

For further information, see "The Annual Report on the Economic Status of the Profession, 1990-1991," *Academe*, Special Issue, March-April 1991.

SALARY GAP WIDEST FOR ADMINISTRATORS AT PRIVATE AND LARGE INSTITUTIONS

◆ The salary gap between men and women administrators is in part a function of the type of academic institution in which they work. Examining data from more than 20,000 high-level administrators from over 800 colleges and universities, two researchers have concluded that women's salaries lag further behind those of men at larger schools and in private institutions.

When a job formerly held by a woman was filled by a man, the salary rose more rapidly than when a woman replaced a man. Moreover, institutions with discretionary funds were more likely to use those extra funds to boost men's salaries rather than women's, thus widening the gap even further.

Researchers Jeffrey Pfeffer, professor at Stanford University, and Jerry Ross, professor at the Institut European d'Administration des Affaires, speculate that there may be less gender-based discrimination in public institutions because salaries are more likely to be made public.

STATS ON WOMEN COLLEGE PRESIDENTS

◆ Three hundred twenty-eight colleges and universities now have women as their chief executive officers, up from 148 in 1975. Approximately 55 percent are heads of private institutions.

However, 70 percent of the women in the public sector are at two-year institutions. Thirteen percent of women chief executive officers are women of color. For further information, contact the Office of Women in Higher Education, American Council on Education, One Dupont Circle, NW, Washington, DC 20036.

WOMEN: LETTING THEM IN OR KEEPING THEM OUT

COURT HOLDS VIRGINIA MILITARY INSTITUTE (VMI) CAN STAY ALL MALE

◆ On June 17, 1991, a federal judge ruled that the 152-year policy restricting Virginia Military Institute to a men-only college can continue. The U. S. Department of Justice had claimed that discrimination against women in a state-supported school was unconstitutional.

The decision broke a pattern of recent court cases banning discrimination in any government-supported entities. Judge Jackson L. Kiser noted that the evidence "demonstrates that single-sex colleges provide better educational experiences than coeducational institutions," and that "VMI's single-sex status and its distinctive educational method represent legitimate contributions to diversity in the Virginia higher education system, and that excluding women is substantially related to this mission." The Department of Justice is appealing the decision.

SKULL AND BONES LETS WOMEN JOIN

◆ When current student members of Yale's all-male Skull and Bones Society decided to let women in, alumni members changed the locks to the "tomb" where members meet, thus effectively preventing the change from happening. Skull and Bones, which has been called the nation's most powerful secret society, has been on Yale's campus for more than 150 years. Current members include President Bush and Supreme Court Justice Potter Stewart.

Subsequently, the alumni board voted to admit women and sent out ballots to members, who voted to admit women. Conservative columnist William F. Buckley and seven other members filed suit to stop women from joining by forcing a second vote. Approximately 55 percent approved admitting women. Only one other society at Yale, Wolf's Head, remains all male.

LONGHORN HELLRAISERS TOLD TO ADMIT WOMEN

◆ The Longhorn Hellraisers and 28 other single-sex pep and service organizations at the University of Texas have been told to admit women. When two women students complained that they had been denied entry to the all-male Longhorn Hellraisers, campus administrators asked the Office for Civil Rights (OCR) at the U.S. Department of Education for a legal interpretation. OCR noted that the only all-male groups exempt from Title IX (which bans sex discrimination in most educational programs and activities) are social fraternities. Thus the groups must either accept people of both sexes, move off campus, or become social fraternities.

WOMEN IN SCIENCE AND ENGINEERING

DECLINING INTEREST IN SCIENCE AND ENGINEERING AFFECTS PARTICIPATION OF WOMEN AND MINORITIES

◆ Students of both sexes and all races appear to be turning away from science and technology, so that the number of degrees granted in these fields is dropping. The annual statistical report of the Commission on Professionals in Science and Technology notes that the rapid increase during the 1970s in the proportion of women earning degrees in engineering and the natural sciences apparently has ended at the bachelor's level and is tapering off at the graduate levels.

Although women earn a majority of all bachelor's and master's degrees and more than one-third of the doctorates, they earn only 30 percent, 24 percent, and 20 percent of the three principal degrees in science and engineering, and these numbers have not increased for several years. Women earn a majority of degrees in pharmacy and veterinary medicine and more than a third of those in medicine, law, and optometry.

The data are from the all-new edition of *Professional Women and Minorities: A Manpower Data Resource Service*, published by the Commission. The volume contains 303 tables and 23 charts. For further information, contact the Commission at 1500 Massachusetts Avenue NW, Washington, DC 20005 (202 223-6995). Price: $100 for nonmembers; $75 for Commission members.

GETTING AND KEEPING WOMEN IN ENGINEERING PROGRAMS

◆ Looking for ideas on attracting and retaining women in engineering? The conference proceedings of the 1990 and 1991 conferences of the Women in Engineering Program Advocates Network (WEPAN) can be of help. Both volumes contain information about successful programs at the precollege, college, and graduate levels. Single copies of the 1990 conference proceedings are available free of charge; the 1991 proceedings will be available shortly for a nominal cost.

WEPAN serves as a network for individuals and groups interested in providing greater access for women to careers in engineering. It maintains a data base of funding sources, organizations, programs, publications, and issues related to women in engineering and also provides technical and programmatic assistance to institutions initiating or expanding women in engineering programs. For further information, write Jane Daniels, Director, Women in Engineering Programs, Purdue University, Lafayette, IN 47907-1286.

AROUND THE WORLD

WALL CHART ASSESSES WOMEN'S REPRODUCTIVE RIGHTS

◆ A new chart provides information about reproductive rights in 94 countries, all of which have signed the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (see below). The United States has not signed the Convention and is not included on the chart. The colorful chart covers fertility rates, maternal mortality, contraceptive prevalence, family planning, sterilization, abortions, divorce, maternity leave, minimum age for marriage, and availability of contraception. Prepared by the International Women's Rights Action Watch (IWRAW) at the Hubert H. Humphrey Institute of Public Affairs, the chart (which is approximately 22 x 31 inches) is available from International Planned Parenthood Federation, PO Box 759, Inner Circle, Regents Park, London NW1 4LQ, England, for $4.00, which includes postage.

WATCHING WOMEN OF THE WORLD

◆ The International Women's Rights Action Watch (IWRAW) is a global network of activists and scholars that monitors changes in law and policy in accordance with the principles of the Convention on the Elimination of All Forms of Discrimination Against Women, an international treaty now ratified by over 100 nations, but not the United States. The treaty is a statement of women's human rights and a framework for development, setting out internationally accepted standards for achieving equality between women and men.

IWRAW has members worldwide and publishes a newsletter, "Women's Watch," which describes worldwide activities relating to the Convention. For information about IWRAW and its publications, write IWRAW at the Hubert H. Humphrey Institute for Public Affairs, University of Minnesota, 301 19th Avenue South, Minneapolis, MN 55455.

WOMEN'S STUDIES IN EUROPE

◆ The European Network for Women's Studies is a network for scientific and technical cooperation under the auspices of the Council of Europe. It stimulates research in women's studies and the incorporation of that research into graduate training on women's studies and the application of women's studies research to public policy. Among the nations represented are Austria, Belgium, Cyprus, Denmark, Finland, France, Germany, Greece, Iceland, Ireland, Italy, The Netherlands, Norway, Portugal, Spain, Sweden, Switzerland, Turkey, and the United Kingdom. For further information, write the coordinator, Hilly Lemaire, Ministry of Education and Science, P.O. Box 25000, 2700 LZ Zoetermeer, The Netherlands.

◆ A directory including addresses of 500 institutes at colleges and universities which have women's studies programs is available from the Dutch Society for Women's Studies, Heidelberglaan 2, 3584 CS Utrecht, The Netherlands.

TEACHING WOMEN'S STUDIES FROM AN INTERNATIONAL PERSPECTIVE

◆ *Ideas and Resources: A Collection of Syllabi from the Project "Teaching Women's Studies from an International Perspective"* is a collection of 29 syllabi for courses in women's studies, literature, anthropology, sociology, communications, social work, counseling, education, political science, religion, and technology. Short commentaries by the instructors about integrating international materials into their courses are also included. The courses were developed by faculty from Arizona, New Mexico, and Utah who participated in the project, which was funded by the U.S. Department of Education.

Copies may be ordered for $10.00 from the Southwest Institute for Research on Women, 102 Douglass Building, University of Arizona, Tucson, AZ 85721.

SEXUAL ASSAULT

CAMPUS CRIME REPORTS TO BE PUBLIC

◆ A U.S. District Judge ruled that schools cannot withhold campus crime reports, and that criminal investigations and reports of incidents are not educational records which can be withheld for reasons of privacy under the Family Educational Rights and Privacy Act of 1974, also known as the Buckley Amendment.

The judge also ruled that withholding information about campus crimes also violates the First and Fifth Amendments of the U.S. Constitution. The case involved Southwest Missouri State University, which had been sued by the editor of the student newspaper for access to campus reports. Among the cases revealed in the testimony was a rape allegedly committed by a star athlete in which no charges were filed.

Legislation has been introduced in the Congress to amend the Buckley Amendment. Because the U.S. government was not a party to the case, it could not appeal the ruling. The university does not plan to appeal.

USING THEATER TO IMPROVE RAPE AWARENESS

◆ Cornell University Theatre Outreach uses interactive theater to educate students and staff about sexual assault. A typical "Stop Date Rape!" workshop includes two to four dramatizations, after which the actors remain in character and interact with the audience. Audience members can explore the problem from several points of view and ask the characters about their motivations and feelings and the effects of the dramatized behaviors. The program is a regular part of orientation for new students at Cornell and is also presented throughout the year. The technique is non-threatening, since the fictional scene and characters create a safe environment for discussion.

The program has been used at other campuses, is specifically tailored to each audience, and can be used in training staff and in helping students understand the dynamics of sexual assault. A similar program has been presented at secondary schools. The group also provides interactive theatre workshops on managing diversity and other subjects.

For further information about campus presentations, contact Janet Salmons-Rue, Director, Cornell Theatre Outreach, Department of Theatre Arts, Cornell University, 430 College Avenue, Ithaca, NY 14850-4696.

UNITED STATES LEADS THE WORLD IN NUMBER OF REPORTED RAPES

◆ American women are eight times more likely to be raped than are European women. In 1990, the rape rate in the United States was 20 times higher than the rate in Portugal, 26 times higher than in Japan, 15 times higher than in England, 8 times higher than in France, 23 times higher than in Italy, and 46 times higher than in Greece.

The figures were cited in *Violence against Women: The Increase of Rape in America, 1990*, a report prepared by the majority staff of the U.S. Senate Committee on the Judiciary, March 21, 1991.

UNIVERSITY PRESIDENT WRITES PARENTS ABOUT RAPE

◆ President David P. Roselle of the University of Delaware sent a brochure to parents of all incoming students explaining the issue of sexual assault. The brochure, which was also signed by the Vice President of Student Affairs, advises parents as to what they can do and what to tell their daughter or son about sexual assault. Programs and resources at the university are also described.

The University of Delaware has extensive programs dealing with sexual assault and sexual harassment. For further information, contact the Dean of Students or the Office of Women's Affairs, University of Delaware, Newark, DE 19716.

FRATS TAKING ON ISSUES OF SEXISM AND ASSAULT

◆ The National Interfraternity Conference (NIC) has initiated several programs to help its members deal with issues concerning sexism and sexual assault. A new video,"Fraternity Men on Date Rape: A Candid Conversation," explores the thoughts, feelings, and perspectives of six fraternity men and two sorority women. Following this discussion, three chapter presidents share their thoughts on how Greek leaders should address the issue of date rape. A short guide with questions for discussion and suggestions for further action accompanies the 22-minute video, which is aimed at both sororities and fraternities.

In materials prepared for workshops on "Challenges and Choices" NIC has also included case studies relating to male/female relationships. For further information about the video and the case studies, contact the National Interfraternity Conference, 3901 West 86th St., Suite 390, Indianapolis, IN 46268.

◆ Pi Kappa Phi, the first fraternity to pass a resolution (1985) condemning sexual assault, has prepared a booklet to help chapters promote greater awareness of date rape. The 19-page guide discusses myths and definitions, includes a dater's bill of rights, and provides information on how to design a plan of action and educate a chapter about these issues. For further information contact Pi Kappa Phi, P.O. Box 240526, Charlotte, NC 28224.

UNIVERSITY OF VIRGINIA FRATS ORDERED TO MAKE COMMITMENT TO END SEXUAL ABUSE

◆ After three fraternities were involved in drug raids by federal agents at the University of Virginia, President John T. Casteen has required all fraternities to make commitments to make changes in a number of areas, including sexual assault, alcohol use, discrimination, and hazing. Each fraternity has been required to submit a detailed statement of steps to be taken in each of these areas in order to continue campus recognition.

WISCONSIN LAW REQUIRES UNIVERSITIES TO DISSEMINATE INFORMATION ON SEXUAL ASSAULT AND SEXUAL HARASSMENT

◆ As a result of a 1989 state law, all University of Wisconsin System institutions now have programs to provide information on sexual assault and harassment. The law requires the dissemination of such information as legal definitions and penalties for sexual assault, national statistics, rights of victims, and strategies for avoiding the problem. Most institutions went beyond the requirements and presented comprehensive programs such as skits, discussions, self-defense workshops, videos, direct mailings, and posters in libraries, bookstores and residence halls. In April 1991, reports of each institution's activities were presented to the Board of Regents, which approved and forwarded them to the legislature in compliance with the statutory requirements.

POSTERS AVAILABLE FOR RAPE AWARENESS PROGRAMS

◆ Nine posters designed to increase students' awareness of sexual assault can be ordered from the Rape Treatment Center at Santa Monica Hospital. The posters educate students and staff about the prevalence of rape and the circumstances in which it occurs, the role alcohol can play, and ways in which men and women can prevent sexual assaults. They also encourage women who are victims to come forward and seek help. For a descriptive brochure, write the Rape Treatment Center at the Santa Monica Hospital Medical Center, 1250 Sixteenth Street, Santa Monica, CA 90404.

◆ Three posters designed to encourage victims of sexual assault and abuse to seek help are available from the Central Minnesota Sexual Assault Center. Two are aimed at men and women, including victims of rape, harassment, incest, or child sexual abuse. One is aimed specifically at male victims. Posters include a blank area where information about resources can be written or professionally printed. For information about size and price, contact the Center at 601 1/2 Mall Germain, St. Cloud, MN 56301.

◆ A poster proclaiming "What to Do in a Sexual Harassment Emergency" follows the format used on a widely distributed Canadian poster to make people aware of the Heimlich maneuver, a method of helping people who are choking. The poster lists what to know, say, find, tell, and report. Available from the Women Students' Sexual Harassment Caucus, Department of Applied Psychology, Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1V6, the poster was designed when faculty and students realized there was no policy prohibiting sexual harassment at the Institute. The poster has been used on Canadian and some American campuses.

NEED HELP IN ORGANIZING A "TAKE BACK THE NIGHT" MARCH?

◆ A resource packet produced by the University of Wisconsin United Council of Student Governments and the Office of Women's Affairs can help campus groups and others planning a "Take Back The Night" march. The packet discusses how to plan and organize a march, provides information on fund-raising and record keeping, and explains how to generate publicity. For information, contact the Women's Affairs Coordinator, United Council of UW Student Government, 122 State Street, Suite 500, Madison, WI 53703, 608/263-3422.

FALSE RAPE REPORT COSTS STUDENT $15,569

◆ After an Ohio State University student retracted her report of being raped, she was ordered to make restitution to campus police for the costs of the investigation of her allegation. Michele Ann Yentes had claimed she had been raped at knife point by a Black man near the campus library at midnight. Student protests against campus crime followed her report.

After campus police filed charges against the student, Franklin County Municipal Court ordered the student to pay $15,569 to cover the costs of the approximately 1,200 hours involved in investigating the allegation. The student was also directed to pay $500 in court costs, perform 200 hours of community service, and seek counseling. Her 90-day jail sentence was suspended.

SEXUAL HARASSMENT

FEDS HANDLING SEXUAL HARASSMENT CASES FASTER

◆ A new Equal Employment Opportunity Commission (EEOC) procedure gives high priority to charges of sexual harassment filed by employees. EEOC is the federal agency which handles charges of discrimination filed under Title VII of the Civil Rights Act of 1964, which prohibits discrimination in the workplace based on race, color, national origin, religion, and sex, including sexual harassment. College employees, including students who are employed, are covered. Most charges typically take from one to two years to proceed through the EEOC process and into federal court.

The new procedure expedites handling of sexual harassment complaints by directing field investigators and attorneys to treat such complaints more quickly. It gives them new tools so they can go into court and seek temporary restraining orders in situations in which the harassment may result in the complainant losing her or his job. Model pleadings have been given to EEOC field attorneys and to women's groups, so that each office will not have to develop its own case but can simply fill in the name and circumstances of the specific complaint. Investigators and attorneys have also been instructed not to wait for a full investigation before going to court if it appears that an employee's job is threatened.

Under the new guidelines, EEOC should be able to investigate a case in which immediate relief is necessary within ten days after the charge is filed and provide temporary relief within six weeks. Without this procedure, employees who filed charges often had to either leave their jobs or be forced to submit to continued harassment while the charge was being handled. Last year, about 5,600 cases involving sexual harassment were filed, up about 27 percent since 1986.

NUDE PICTURES CAN BE ILLEGAL —COURT RULES THEY CONSTITUTE SEXUAL HARASSMENT

◆ In a groundbreaking ruling, a U.S. District judge in Florida has broadened the definition of sexual harassment to include the posting of pictures of nude or partly nude women. Judge Howell Melton ruled that Jacksonville Shipyards and two of its employees were directly liable for sexual harassment. The decision found both verbal and visual sexual harassment and described the workplace as containing about 30 pornographic pictures, including a picture of a woman's pubic area with a spatula pressed on it. Other pictures showed a nude female torso with the words "U.S.D.A. Choice" stamped on it. Many of the pictures came from calendars provided by tool supply companies.

Although the company had a policy prohibiting the abuse of dignity through sexist slurs, the court found that the policy was ineffective and that many employees were unaware of it. When the plaintiff, Lois Robinson, complained to her supervisors, she was told that the men had a "constitutional right" to post the pictures.

The case is thought to be the first in which pictures, in and of themselves, have been found to constitute sexual harassment.

REASONABLE WOMAN

◆ Gender neutrality in sexual harassment cases may be harmful to women. So ruled the Ninth Circuit U.S. Court of Appeals, stating that instead of using gender-neutral standards, courts must determine what a "reasonable woman" would consider a hostile or oppressive work environment. Judge Robert Beezer stated that sex-blind reasonable person standards for evaluating on-the-job sexual harassment tend to be "male-biased" and "systematically ignore the experiences of women." He added, "Men, who are rarely victims of sexual assault, may view sexual conduct in a vacuum without a full appreciation of the social setting or the underlying threat of violence that a woman may perceive."

The decision should make it easier to introduce evidence from women about how they feel in certain situations by taking into account the different perceptions women and men may have of the same situation. The case, *Ellison v. Brady*, involved an employee at the Internal Revenue Service who was accused of hounding a fellow employee with love letters and persistent requests for dates.

LECHEROUS PROFESSOR RETURNS

◆ The second edition of *The Lecherous Professor* is just as relevant and useful today as it was when it was first published in 1984. The book describes the nature and extent of campus sexual harassment and addresses what administrators, faculty, and students can do about it.

Also included is an updated, selected bibliography and new materials in the appendices—descriptions of legal coverage, a presidential statement and institutional policy concerning sexual harassment, and a sexual harassment survey. Written by Billie Wright Dziech, a professor at the University of Cincinnati (OH), and Linda Weiner, a former college administrator, the 251-page paperback is available for $14.50 from the University of Illinois Press, 54 East Gregory Drive, Champaign, IL 61820.

WOMEN IN THE CURRICULUM

MOVING WOMEN OF COLOR INTO COURSES

◆ Grants from the Ford Foundation have made it possible for 13 institutions to develop programs to incorporate research and teaching about women of color in the undergraduate curriculum. The Foundation also made a grant to the National Council for Research on Women to collaborate with scholars of color and racial/ethnic studies programs in planning and implementing these projects. "Mainstreaming Minority Women's Studies Programs" describes each of the projects. The 32-page booklet can be obtained for $6.00 from the National Council for research on Women,47-49 East 65 Street, New York, NY 10021.

SEXUAL HARASSMENT ON CAMPUS

THE PROBLEM THAT WON'T GO AWAY

A special two-part focus of **Initiatives**, the journal of the National Association for Women in Education

Practical resources and information you need now to address this still-pervasive, demoralizing problem—

- Analysis of legal issues by a NOW attorney
- Obstacles to the reduction of harassment
- Uncommon perspectives on harassment—victim, faculty, women of color, researchers, university president
- Harassment in various academic settings and of nonacademic employees
- The need for "new taboos" in the academy
- Results-oriented programs, projects, strategies

To order, send check or money order for
$26.00 to:
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511
202-659-9330

◆ Materials on women of color designed to help transform the liberal arts curriculum are available from the University of Wisconsin System Library. Its information series on "Women of Color and the Core Curriculum" are now available as a six-part set which includes explanatory materials as well as citations. The set covers basic resources on curriculum transformation and general bibliographies on women of color, problems of language in searching for information in standard sources, autobiographical writing by women of color, creative literature as a source of information, films and videos about Asian American and Native American women, and films and videos about African American women and Latinas. Available free from the UW System Women's Studies Librarian, 112A Memorial Library, 728 State Street, Madison, WI 53706.

THE WOMEN'S STUDIES MAJOR

◆ The National Women's Studies Association, one of 12 learned societies that reviewed issues concerning arts and science majors as part of a larger study by the Association of American Colleges, has published its findings with additional materials in *Liberal Learning and the Women's Studies Major.* The 250-page book, produced by Caryn McTighe Musil, contains the report with extensive appendices on models for the major, introductory women's studies courses, feminist theory courses, courses on race and gender, women and science courses, senior seminars, internships, guidelines for cross-listing courses, and a bibliography on feminist pedagogy.

Available for $10.00 from the National Women's Studies Association, University of Maryland, College Park, MD 20742-1325. A copy of the report only (24 pages) is available free from NWSA. For information about the reports from other learned societies, contact the Association of American Colleges, 1818 R Street NW, Washington, DC 20009.

TAKE NOTE

DESPERATELY SEEKING INFORMATION

•FOR THE NEWSLETTER

About Women in Campus covers a wide spectrum of information about women students, faculty, staff, and administrators. We'll try to keep you up to date with what's happening and to identify new trends, issues, programs, policies, and resources. Although we obtain our information in many ways, our best source is people on campus who send us information about what's going on at their institutions. Any information you can send us is welcome, whether it's a scribbled note, a copy of a report, an article from the school newspaper, a copy of a new policy, or even an interesting article from a professional journal. We'd like to be added to the mailing list of women's newsletters. (And if you'd like to have an exchange subscription with us, let us know.)

While we may not always be able to acknowledge material sent to us, it is almost always helpful. Even material that does not appear in the newsletter is often useful when others call us for information. So keep those letters coming!

•FOR AN UPDATE ON THE CHILLY CLASSROOM CLIMATE

The Center for Women Policy Studies is sponsoring an update of the landmark report, "The Classroom Climate: A Chilly One for Women?" Bernice Sandler, a Senior Associate at the Center and co-author of the original 1982 report, published by PSEW/AAC, is gathering reports of new research and other information about verbal and non-verbal behavior in the classroom, as well as programs and specific strategies and teaching techniques to warm up the climate. Please send copies of studies, reports, articles, brochures, policies, programs, anecdotes, ways to increase women's participation in class, and other other information you would like to share.

SEND INFORMATION AND MATERIALS TO BERNICE R. SANDLER AT CWPS, 2000 P STREET NW, SUITE 508, WASHINGTON, DC 20036, 202-872-1770.

◆

MAJOR PSEW PUBLICATIONS NOW AVAILABLE FROM THE CENTER FOR WOMEN POLICY STUDIES

A number of publications previously published by the Project on the Status and Education of Women at the Association of American Colleges are now available from the Center for Women Policy Studies. The list includes groundbreaking papers on campus rape, sexual harassment, anti-discrimination laws, peer harassment, recruiting women into traditionally male fields, assessing how students relate to each other, how faculty relate to each other, and a set of questions for search committees to use in evaluating whether candidates are aware and concerned about women's issues.

For a publication list, send a stamped, self-addressed envelope to Publications, Center for Women Policy Studies, 2000 P Street NW, Suite 508, Washington, DC 20036.

The Center for Women Policy Studies *is an independent policy research and advocacy institution, concentrating on complex, cutting-edge issues such as educational equity, economic opportunities for low-income women, work and family policies, women and AIDS, reproductive rights and health, and violence against women.*

The National Association for Women in Education *is an independent nonprofit professional organization dedicated to the education and personal and professional development of women and girls. An important force in American education for more than 75 years, the association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education. Association services include an annual conference, an award-winning journal, member newsletters, symposia, a national conference for women college student leaders, this newsletter, and numerous advocacy and outreach activities.*

JOB LINE

MILLS COLLEGE

PROVOST/DEAN OF THE FACULTY

Mills College invites nominations and applications for the position of Provost/Dean of the Faculty. This person, in consultation with the faculty, is responsible for the development and maintenance of the academic program. The Provost/Dean of the Faculty provides leadership for the faculty, supervises all academic departments and academic support programs, and reports directly to the President. Reporting to the Provost/Dean of the Faculty are the Academic Division Chairs, the Academic Department Heads, the Registrar, the College Librarian, the Director of Academic Computing,& the directors of other academic support units.

Qualified candidates should have extensive undergraduate and graduate teaching experience, senior level administrative experience, and strong leadership and communication skills. The candidate should have demonstrated commitment to liberal arts education and the education of women and be sensitive to our multicultural environment.

Founded in 1852, Mills is a private, non-sectarian, selective, primarily residential, liberal arts college recently rededicated to the education of women at the undergraduate level. Mills is located on a beautiful, wooded 127 acre campus in Oakland, California, 25 minutes from San Francisco. The College has a total enrollment of approximately 800 undergraduate women and 300 graduate students. There are approximately 145 full and part time faculty members. The College has an endowment of more than $70 million and an operating budget of approximately $25 million.

The term of the position will begin no later than June 1, 1992. Although the search will continue until the position is filled, application and nominations are encouraged by November 15, 1991. Letters of nomination or application should be sent to:

Search Committee for the Provost/Dean of the Faculty
MILLS COLLEGE
5000 MacArthur Blvd.
Oakland, CA 94613-1301

Mills College is an Equal Opportunity Employer

Denison University

Dr. Laura C. Harris
Distinguished Visiting Professorship

Denison University is pleased to announce the inauguration of the Dr. Laura C. Harris Distinguished Visiting Professorship. Each year, we will invite to Denison an outstanding American woman to be a scholar-in-residence for one semester. We seek applications from scholars who will be available for the 1992-93 academic year and also from those scholars who might be interested in being considered for the position in future years. The scholar must be a woman who has demonstrated expertise in her chosen profession and whose areas of interest are congruent with one or more of the disciplinary or interdisciplinary fields of study offered by the college. The scholar should be someone who has a clear commitment to undergraduate education and who is willing to work collaboratively with Denison faculty. The responsibilities of the Laura C. Harris Distinguished Visiting Professor will include delivering at least one major public lecture while she is on campus and teaching one or two courses, perhaps in collaboration with a Denison faculty member.

Denison University is an independent, coeducational, liberal arts college with a strong tradition of academic excellence. Its 250-acre campus is located in the picturesque village of Granville, Ohio, 25 miles east of Columbus. A residential liberal arts college, Denison has 1,900 students and 155 full-time faculty members.

Denison offers an exciting and comprehensive curriculum, which includes a General Education Program based on concepts and educational skills, Calculus and Economics computer labs, a Freshman Studies Program, a four-year Honors Program, and an Environmental Studies Program with 500-acre Biological Reserve. Denison offers 35 majors and awards the B.A., B.S., and B.F.A. degrees. The University is particularly proud of its highly rated programs of Black Studies and Women's Studies and its pioneering general education requirement in Minority Studies/Women's Studies. In 1979, Denison became the first college in the nation with such a requirement for graduation.

Please send applications and nominations for the Laura C. Harris Distinguished Visiting Professorship to: Amy G. Gordon, Dean of the College, Denison University, Granville, OH 43023. Applications should include a curriculum vitae and the names of three references.

SUNY Institute of Technology at Utica/Rome

DEAN
SCHOOL OF NURSING

Applications are invited for the position of Dean of the School of Nursing. The Institute of Technology is a specialized upper division and graduate college within the SUNY system and has an enrollment of 2500. The School of Nursing has an enrolment of 75 full-time and 425 part-time students served by 13 full-time and 2 part-time faculty.

The School of Nursing, established in 1974, is one of the original NLN accredited providers of upper division education exclusively designed for the RN student. The School's mission is to provide baccalaureate and Master's education to those residing in Central and Northeastern New York State through its on-campus and outreach sites. The NLN accredited Master's of Science program was begun in 1988.

The Dean is responsible for promoting and sustaining an environment of academic excellence and scholarship while assuring effective management of the School of Nursing. The successful candidate for this position will have the vision and commitment to continue our pursuit of excellence in nursing education, scholarship and service. Candidates must hold an earned doctorate (Nursing preferred) and a Master's degree in Nursing. Required is a minimum of five years teaching experience at the baccalaureate and Master's level. Candidates must have experience in an upper division or integrated RN program and have three years of experience in academic administration.

Screening will begin December 15, 1991, and continue until the position is filled. The position will be available on July 1, 1992.

Send a letter of application, resume, unofficial undergraduate and graduate transcripts and three letters of reference to:

Mr. Anthony Panebianco
Director of Personnel/
Affirmative Action Officer
SUNY Institute of Technology
at Utica/Rome
Drawer 91032, P. O. Box 3050
Utica, New York 13504-3050

An Equal Opportunity/Affirmative Action Employer

SUNY
Institute of Technology at Utica/Rome

◆

HOW TO ADVERTISE IN JOB LINE AND ETCETERA

It's easy—and cost-effective—to advertise in the *About Women on Campus* Job Line and EtCetera.

Special introductory advertising rates

Job Line: Up to one-half page $150
(Call for rates on larger ads.)

EtCetera (meeting announcements, calls for papers, award competitions, deadlines): Up to four lines $ 25

Display ads: Up to one-half page $150

We will typeset your ad or accept your camera-ready copy. Ads should be prepaid (by check made payable to NAWE) or accompanied by an institutional purchase order.

For more information or to reserve ad space, call 202-659-9330 (Fax 202-457-0946) or write *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

BEST COPY AVAILABLE

PRESIDENT

UNIVERSITY OF PUGET SOUND

Tacoma, Washington

The Board of Trustees of the University of Puget Sound, through its Presidential Search Committee, invites expressions of interest and nominations for the person to succeed our President, Philip M. Phibbs, who is retiring in 1992 after 19 years of distinguished leadership.

The University of Puget Sound, founded in 1888 by the United Methodist Church, is governed today by an independent Board of Trustees drawn from a national constituency. The University has a carefully defined mission to excel nationally as a primarily undergraduate institution, small in size, predominantly residential, committed to teaching, educational quality, and personalized attention, effectively blending the liberal arts and sciences with selected professional programs. Sustained improvements in educational quality and financial strength resulted in 1986 in a Phi Beta Kappa charter.

Puget Sound has a student body of 2600 undergraduates (50% from outside Washington state) and approximately 850 graduate students (750 in the law school). The academic program consists of the core curriculum and a predominantly liberal arts program, with professional programs in business, education, law, music, and occupational/physical therapy. There are approximately 240 full-time teaching faculty. The main campus consists of 95 acres and 37 buildings. The law school is located a few miles away in downtown Tacoma and has its own dedicated facility. The University has an operating budget of $60 million and an endowment of $62 million.

The Board of Trustees, through its Search Committee, seeks an outstanding person to lead the University of Puget Sound, who would have, among other qualifications,

- a deep understanding of and genuine commitment to undergraduate liberal arts education,
- a record of leadership and accomplishment in higher education,
- the ability to work effectively with all groups within the University and to provide decisive but sensitive leadership for the University as a whole,
- the ability to assess and communicate persuasively the University's mission, needs, and strengths to diverse groups associated with the University, including alumni, parents, prospective students, government, corporations, foundations, and private donors,
- a vision of the future of higher education in the United States and of the role of the private undergraduate liberal arts institution in that future, together with the ability to pursue that vision with courage and enthusiasm,
- an appreciation of and respect for the unique qualities and values of the University of Puget Sound.

The University earnestly encourages interested women and people of color to evaluate this opportunity. The Search Committee will begin the review of candidates in November. Those wishing to nominate persons, and those who have interest themselves, should notify the Committee by forwarding nominations or vitae to

Mr. Lowry Wyatt
Chairman of the Board of Trustees, and
Chairman of the Presidential Search Committee
c/o Whittall Management Group, Ltd
720 South 333rd Street, Suite 102
Federal Way, Washington 98003

Phone inquiries may be directed to Mr. Wyatt at (206) 924-2201, or to Mr. J. Peter Whittall, consultant to the Search Committee, at (206) 874-0710.

The University of Puget Sound is an equal opportunity, affirmative action educator/employer

The University of Puget Sound

OLD BORDERS, NEW FRONTIERS: HIGHER EDUCATION IN A CHANGING WORLD

THE AMERICAN COUNCIL ON EDUCATION

CORDIALLY INVITES YOU TO ATTEND

THE 74th ANNUAL MEETING

JANUARY 22-25, 1992
THE SHERATON WASHINGTON HOTEL
WASHINGTON, DC

HIGHLIGHTS:

- **Keynote Speaker:**

  Condoleezza Rice, Associate Professor of Political Science, Center for International Security and Arms Control, Stanford University

- **Plenary Speakers:**

  The Honorable Lamar Alexander, Secretary, U.S. Department of Education

  The Honorable William Bradley, U.S. Senate (D-NJ)

  Walter J. Kamba, Vice Chancellor, University of Zimbabwe and President, International Association of Universities

  Robert H. Atwell, President, American Council on Education

SESSIONS INCLUDE:

- Doing More With Less in the 1990s
- The Status of Women's Leadership and Influence Around the Globe
- International Perspectives on the Cost of Higher Education
- New Models of International Cooperation in Higher Education
- Higher Education's Interest in the Global Economy
- Easy Monologues: Preparing for the Difficult Dialogues; The Infusion of Multicultural Perspectives
- Freedom and Ideology: The Debate About "Political Correctness"
- A World in Transition: Challenges, Issues, and Trends in Africa, Asia, Europe and Latin America

Share your ideas.
Meet your colleagues from the U.S. and other regions of the world.
More than 100 educators from other countries are planning to attend.

For futher information • Contact the Annual Meeting Office (202) 939-9410

COLORS OF THE HEART

Building Community, Caring for Self

Construyendo Comunidades, Cuidando a sí mismo

COLORES DEL CORAZÓN

NATIONAL ASSOCIATION FOR
WOMEN IN EDUCATION
1992 CONFERENCE
SAN ANTONIO
MARCH 4-7

INITIATIVES

POPULAR BACK ISSUES ARE STILL AVAILABLE.

Special issues of *Initiatives*—NAWE's award-winning journal—on

- **Sexual Harassment on Campus (2 parts)**
- **Women's Colleges (2 parts)**
- **Black Women in Higher Education**
- **Women's Centers**

can be purchased at $13.00 per copy ($26.00 per 2-part set) directly from the NAWE Washington Office. Orders must be prepaid.

GENDER EQUITY

in Mathematics, Science, Engineering, and Technology

CALL FOR MANUSCRIPTS

For consideration for publication in a special issue of *Initiatives*, the Journal of the National Association for Women in Education. For more information and manuscript preparation guidelines, contact:

Alice Miller, Director
Brooklyn College Women's Center
227 New Ingersoll
Brooklyn NY 11210 (718) 780-5777

Deadline: January 15, 1992

☐ **YES** *I am concerned about women on campus and want to enter my subscription to* About Women on Campus.

Special introductory subscription rates:

Individual	**1 year (four issues)**	**$20**	**Institution**	**1 year (four issues)**	**$28**
	2 years (eight issues)	**$35**		**2 years (eight issues)**	**$50**

Foreign subscriptions: **Please add $7.00 per subscription to cover additional postage.**

Discounts are available for bulk subscriptions **mailed to a single institutional address. Call 202-659-9330 (FAX 202-457-0946) for details.**

Name ____________________

Title ____________________

Institution ____________________

Address ____________________

City/State/Zip ____________________

Send subscription form and check or institutional purchase order made payable to NAWE to:
***About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511**

☐ **AND** *I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations.*

Send information about membership to the address I have provided above.

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511

Second Class Postage
Paid at Washington DC

HE

ABOUT WOMEN ON CAMPUS

VOLUME 1 NUMBER 2 ◆ SPRING 1992

GOOD NEWS: NEW CIVIL RIGHTS ACT BENEFITS WOMEN

◆ With the passage of the Civil Rights Act of 1991 in November 1991, women have gained new rights in combatting discrimination. Under Title VII of the 1964 Civil Rights Act, which prohibits discrimination in employment based on race, color, national origin, religion, and sex, compensatory and punitive damages were not available as remedies to victims of discrimination. However, such damages are available to victims of intentional race and national origin discrimination in employment under a post-Civil War statute, Section 1981.

The new Act allows compensatory and punitive damages under Title VII and also covers disabled workers and employees of local, state, and federal governmental entities.

Unlike damages for racial and national origin discrimination available under Section 1981, damages under Title VII are limited, depending on the number of employees.

Since victims of racial and national origin discrimination (and in some instances religious minorities) can sue for unlimited damages under Section 1981, the cap, in effect, applies only to women, people with disabilities, and members of most religious groups.

CONTENTS

Students on Campus 2
Working in Academe 3
Sexual Harassment 4
Sexual Assault 7
Women in Science 9
Around the World 10
Editor's Choice 11
JobLine 12
EtCetera 15

The Act also reverses or modifies seven decisions by the U.S. Supreme Court regarding Title VII of the Civil Rights Act of 1964 (which prohibits discrimination in employment) and Section 1981. These decisions made it more difficult for employees to pursue discrimination complaints.

Lawsuits in Limbo

Because Congressional Democrats and the White House were unable to agree on key points, they agreed on vague wording in some instances that will force the courts to decide just what the Act means. For example, it is not clear if the Act applies to Title VII cases now in progress or if it applies only to discrimination that occurred after the Act was passed. Several courts have already handed down conflicting rulings. The Equal Employment Opportunity Commission, which enforces Title VII, has ruled that the Act is not retroactive.

For an analysis of the Act, including a description of the overturned court cases, send a self-addressed envelope with $.58 postage to Betsy Hildebrandt, National Women's Law Center, 1616 P Street NW, Suite 100, Washington, DC 20036.

STUDENTS ON CAMPUS

WOMEN OF COLOR GET LESS MONEY TO GO TO SCHOOL

◆ The gender gap still persists in financial aid awards. Women of color are hardest hit, receiving only a small fraction of aid awarded to men of color in some financial aid programs, according to testimony by Anne L. Bryant, executive director of the American Association of University Women (AAUW). Speaking before the House SubCommittee on Post-secondary Education, Bryant noted that women received smaller federal aid awards, virtually equal state aid, and lower institutional aid than men.

In 1990, the average total aid package in grants and loans, combining federal, state, and institutional aid, was $3,605 for women and $3,843 for men, a gender gap of 6 percent. For women of color the gap was far larger:

- The average Supplemental Educational Opportunity Grant to African-American men was 80 percent higher than the average award to African-American women.
- The total federal aid award to Hispanic men was 34 percent higher than the average Title IV award to Hispanic women. The average Title IV award was 37 percent higher for Hispanic men. Only 42 percent of the average college costs of Hispanic women were covered, compared to 73 percent of the costs for Hispanic men.
- Asian-American women tended to borrow more than Asian-American men; the average total of Title IV loans was 36 percent higher for Asian-American women.

For a copy of the testimony, contact AAUW, 1111 16th Street NW, Washington, DC 20036.

ABOUT WOMEN ON CAMPUS

Women's Issues Project
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant
Editor: Bernice Resnick Sandler
Business Manager: Patricia Rueckel

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $65 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

Volume 1, Number 2, Spring 1992

© 1992 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual preference, or disability in any of its policies, procedures, programs, or practices.

DID YOU MISS NATIONAL WOMEN'S HISTORY MONTH?

Celebrate National Women's History Month next year with resources ranging from from books, curriculum guides, posters, videos, to bookmarks, placemats, balloons, and stickers. A 48-page catalog of multicultural materials is available for $1 from The National Women's History Project, 7738 Bell Road, Windsor, CA 95492.

COACH AGREES NOT TO DISCRIMINATE AGAINST LESBIANS

◆ Women's basketball coach Rene Portland has agreed to follow Pennsylvania State University's new policy prohibiting discrimination because of sexual orientation. Reports that she had promised to keep lesbians off the top-rated Lady Lions basketball team and had used homophobia as a recruiting tool sparked debate and demonstrations about discrimination against gay men and lesbians. The Board of Trustees subsequently revised the university's anti-discrimination policy to include sexual preference.

Penn State will also conduct a workshop for its coaches provided by Pat Griffin, a professor of physical education at the University of Massachusetts, who is a lesbian and a speaker on homophobia in sports. Portland is expected to attend the workshop.

BOWDOIN COLLEGE FRATS GIVE WOMEN EQUAL STANDING

◆ The Alpha Delta Phi chapter at Bowdoin College (ME) became the last Bowdoin fraternity to give fraternity women full membership privileges, giving up its national affiliation in order to do so and remain on campus. The university's policy is to integrate women fully into campus life, including fraternities. Since 1982, fraternities, have been required to admit women, but not all of them had given women members equal standing with their male counterparts.

Some 35 to 40 percent of Bowdoin's 1,400 students belong to the college's eight fraternities.

ANOTHER MALE SCHOOL TO LET WOMEN IN

◆ Rose-Hulman Institute of Technology has voted to become coeducational, starting with the 1995-96 school year. The move leaves only a handful of other male-only institutions. Wabash College (IN) is studying its future and going coed is one of the options being explored. Neither Hampton-Sydney College (VA) or Morehouse College (GA) is exploring coeducation at this time.

In addition to these private institutions, state schools Virginia Military Institute and The Citadel (SC) are restricted to men only.

WORKING IN ACADEME

NOW THAT I'VE WORKED FOR A WOMAN, I LIKE IT

◆ Although many men and women say that they would prefer not to work for a woman, studies show that men and women alike are satisfied with women as supervisors and are more satisfied with them than with male supervisors.

Alice H. Eagly, professor of psychological sciences at Purdue University (IN), analyzed 368 studies of leadership that examined leadership styles of men and women, evaluations of men's and women's styles, how leaders emerge in small groups, and the effectiveness of men and women leaders in increasing workers' productivity and satisfaction with their work. She concluded that men and women are equally effective as leaders.

Women were more likely, however, to encourage subordinates to participate in decision-making and spent more time on activities that enhanced interpersonal relationships, such as improving morale. Even when women made task-specific suggestions, others often ignored or rejected them.

Her finding that men and women who have female supervisors are more satisfied than they are with male supervisors might be kept in mind by search committees for administrative posts, including presidencies, especially when members voice the thought that the institution is "not yet ready for a woman." The data were presented at the annual meeting of the American Psychological Association.

A WOMAN ADMINISTRATOR'S LOT IS NOT A HAPPY ONE

◆ For an insider's view on what it is like to be a woman administrator, read Joan Deguire North's account, "Strangers in a Strange Land: Women in Higher Education Administration." North, who is Dean of the College of Professional Studies at the University of Wisconsin—Stevens Point and has held other administrative positions elsewhere, writes about the subtle and not-so-subtle interactions based on gender that confront women administrators on the job. She talks about why it is hard for women to have their ideas accepted, different language patterns, and different ways of approaching problems.

The article appears in *Initiatives*, Vol. 54, No. 2, Summer 1991. Single copies cost $13 from NAWE, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

FORMER WOMEN'S STUDIES FACULTY MEMBERS WIN LAWSUIT

◆ Six former faculty members who taught women studies at California State University at Long Beach have won a $110,000 settlement. The women, none of whom had tenure, include the former director of the women's studies program, the former director of the women's center, and four instructors.

They claimed that they had lost their positions in 1982 because of their feminist beliefs, and that their constitutional rights to free speech, freedom of association, due process, and equal protection under law had been violated. The $110,000 will be divided among the six women.

FACING THE CONTRADICTIONS OF BEING FEMALE

◆ Looking at the classroom as an environment where gender cannot be ignored, *Feminist Pedagogy: Teaching and Learning Liberation* explores the contradictions women experience as learners, as teachers, as feminists, and as change agents. The paper deals with contradictions in the messages women bring into the classroom as students and teachers, the contradictions women experience as teachers—especially feminist teachers, and the contradictions women experience as activists and change-makers. Strategies for teaching leadership, combatting sexism, and reclaiming feminism in the classroom are explored as ways to deal with these contradictions.

Written by Linda Briskin, who teaches women's studies at York University, Canada, the 31-page paper is part of the Feminist Perspective Series published by the Canadian Research Institute for the Advancement of Women and costs $3 plus $1 postage. Contact CRIAW/ICREF, 151 Slater Street, Suite 408, Ottawa, Ontario K1P5H3.

NOW MARCH IN WASHINGTON FOR WOMEN'S LIVES

The National Organization for Women (NOW), is sponsoring another mass demonstration for reproductive freedom on April 5, 1992, in Washington, DC. For further information, contact your local NOW chapter or NOW, 1000 16th Street, NW, Suite 700, Washington, DC 20036.

SEXUAL HARASSMENT

MORE INSTITUTIONS DEVELOP CONSENSUAL SEX POLICIES

◆ A number of institutions have developed policies either criticizing or prohibiting consensual relationships between faculty and students. Among the latest:

• The University of Wisconsin System issued a statement condemning consensual romantic and/or sexual relationships between faculty or other instructional staff and students or between supervisors and subordinates. By the end of the 1992 academic year, each institution is required to develop its own statement in consultation with faculty, academic staff, and student governing bodies; publish it in faculty, staff, and student handbooks; and devise a means to educate instructors, supervisors, other employees, and students about the statement.

The System statement, issued by the Board of Regents of the University of Wisconsin System on July 12, 1991, discusses conflict of interest and the abuse of power. Copies can be obtained from the Office of Equal Opportunity programs and Policy Studies, University of Wisconsin System Administration, 1802 Van Hise Hall, Madison, WI 53706.

• The Board of Trustees of the Vermont State Colleges (VSC) has revised its sexual harassment policy, clarifying the concepts of "professional responsibility" and "unprofessional conduct." Included under the dicussion of unprofessional conduct is the following statement: "Amorous and sexual relationships between a student and an individual with professional responsibility for that student are entirely inappropriate at VSC institutions. Such relationships, even when both parties consent, may constitute unprofessional conduct. The initial consensual nature of such a relationship will not constitute a defense to a subsequent charge of sexual harassment." For a copy of the policy, write VSC, P.O. Box 359, Waterbury, VT 05676-0359.

◆

- The State University of New York at Binghamton issued a policy statement that prohibits faculty and teaching/research assistants from having sexual or inappropriate financial or personal relationships with students and colleagues over whom they have supervisory and peer-review powers. For information, contact the Office of Equal Opportunity and Affirmative Action, Box 6000, SUNY-Binghamton, NY 13902-6000.

- The University of Michigan issued its revised harassment policy in November 1991. Although the policy does not prohibit "romantic or sexual relationships," it points out that such relationships can raise "serious concerns." Consensual relationships between faculty or staff and students require disclosure to the appropriate administrative supervisor so that arrangements can be made for objective evaluation and decision-making with regard to the student. The policy also notes that romantic or sexual relationships outside the instructional or supervisory context may also lead to difficulties. For information, contact the Office of the Provost, University of Michigan, Ann Arbor, MI 48104-2289.

SEXUALLY HARASSED STUDENTS ARE ENTITLED TO DAMAGES FROM THEIR INSTITUTION

◆ In late February, the Supreme Court ruled that a student who has been sexually harassed is entitled to seek monetary damages from the institution.

A former Georgia high school student recently sued her school district, charging that her economics teacher made advances to her, had sex with her, and threatened to tell her mother and boyfriend if she did not comply.

The Office for Civil Rights (OCR) at the U.S. Department of Education investigated her charge and found that a violation of Title IX, which prohibits sex discrimination in educational institutions, had occurred. Because the school agreed to implement a grievance procedure for dealing with such cases in the future, and because both teacher and student are no longer at the school, OCR concluded that no further action, such as award of damages, would be necessary. Subsequently, the student sued in court to obtain damages.

The case, *Franklin v. Gwinnett County School District*, is the first sexual harassment case to reach the Supreme Court since Justice Clarence Thomas joined it. The justices were unanimous in their decision, which also applies to other forms of sex discrimination in education.

CLASS ACTION ALLOWED IN SEXUAL HARASSMENT CASE

◆ A federal district court judge has allowed a group of female workers to try their sexual harassment case as a class action. The decision was the first in federal court to establish a class action in a sexual harassment case. The charges were brought by female iron workers against the Eveleth Taconite Company.

The sexual harassment charges include a hostile work environment, with the women describing touching and verbal abuse. At an earlier hearing the defense presented as evidence about 60 photographs of nude women, amateur cartoons, and graffiti from the mine and in supervisors' offices.

TRACKING SEXUAL HARASSMENT REPEAT OFFENDERS

◆ The faculty of the College of Arts and Sciences at Cornell University (NY) has devised a new procedure so that professors who repeatedly harass students can be more readily identified.

Students who are harassed can speak with one of two sexual harassment senior counselors, a man and woman—both tenured, who are appointed by the Dean. The counselors are required to undergo special training for this position. If the student does not want to file a formal complaint immediately, he or she can file a written complaint that may be pursued at a later date, such as at the end of a semester, after graduation, or after other people have complained against the same person. Complainants are usually more likely to pursue formal procedures when others are also willing to do so against the same person. The procedures offer "power in numbers" to complainants.

The complaint is kept in a "locked box"or file to which only the senior counselors have access. Before the complaint is put into the "locked box," the senior counselor determines if it has merit and marks it as such.

The "locked box" preserves institutional memory of sexual harassment complaints. On many campuses, it is difficult to recognize repeated offenses because no record is kept of informal complaints, records may be scattered through the institution, or the person(s) in a position to know, such as a dean or affirmative action officer, is no longer in that position.

The procedure also provides that official determinations of sexual harassment will be considered in decisions involving hiring, reappointment, tenure, promotion, and salary raises. Retaliation is also prohibited. Students can also use university-wide procedures instead of or in addition to the college's procedures. For more information, write the Dean of the College of Arts and Sciences, Cornell University, Ithaca, NY 14853.

LOOKING FOR FUNDING?

• The *National Guide to Funding for Women and Girls* lists more than 700 foundation and corporate grantmakers who have funded programs for women and girls. It contains information about subject areas funded for approximately 2,800 projects, preferred types of support, and names of key personnel. The guide is available for $95, prepaid, from the Foundation Center, 79 Fifth Avenue, New York, NY 10003.

• *Opportunities for Research and Study, 1991* describes fellowships, affiliated scholar programs, grants, and internships sponsored by member centers of the National Council for Research on Women (NCRW), and also includes sources for locating information about financial aid. Useful for graduate students, academic advisors, women's centers and research institutes, scholars, and independent researchers. Compiled by Paulette Tulloch, the 26-page booklet costs $10 from NCRW, 47-49 East 65 Street, New York, NY 10021.

HARASSMENT REAL BUT CHARGES FALSE

◆ A female member of the Texas A & M University Corps of Cadets has admitted that she fabricated the accusations that she had been assaulted by male members of the corps. Her charges, followed with additional charges by other women, had led to the temporary disbanding of the corps and a subsequent investigation by an independent fact-finding panel.

The investigation has found, however, that incidents of harassment and discrimination against female students have occurred. One senior male cadet has been charged with assault and accused of kicking a female cadet. Women have complained of constant verbal abuse, social ostracism, and threats of physical assault and rape.

The panel has developed recommendations to prevent and deal with sexual harassment, including training procedures for cadets, improved grievance procedures, and structural changes to increase supervision by staff members. An interim report stated,"There appear to be more than a 'few bad apples' and the excuse that 'boys will be boys' is not acceptable. What is most disturbing is that some of these [behaviors] are not even recognized as acts of harassment and discrimination!"

Membership in the corps is required for students participating in the university's Reserve Officer Training Corps programs. There are 75 women among the 1,786 members of the corps. Texas A & M provides more commissioned officers to the armed services than any other institution except the service academies.

GOYA PICTURE REMOVED AFTER PROF PROTESTS

◆ Teaching in front of a large reproduction of Francisco Goya's "Naked Maja" bothered English Professor Nancy Stumhofer at the Schuykill campus of Pennsylvania State University. Male students would nudge each other as they looked at the painting of the naked woman, making both the professor and her female students uncomfortable. When Stumhofer protested, the university offered to move her classroom to another room or to remove the painting while she was in the room. Stumhofer refused, and the painting was removed to the student center.

Stumhofer, who appeared on National Public Radio, stated "Whether it was a *Playboy* centerfold or a Goya, what I am discussing is that it's a nude picture of a woman which encourages males to make remarks about body parts." She added, "I didn't say that the picture demeaned or oppressed women. I said the picture creates comments by students."

TENURED PROFS, ACCUSED OF HARASSMENT, ARE FIRED

◆ The University of California at Berkeley has dismissed an associate professor, apparently because of numerous complaints of sexual harassment. After investigating complaints against Michel Strickmann, who taught Oriental languages, the Title IX Coordinator had recommended that charges be brought by the institution. A subsequent investigation by a faculty committee led to a recommendation for the professor's dismissal. University spokespersons refused to provide details, citing California privacy laws. Strickmann may be the first tenured professor at Berkeley to be dismissed for sexual harassment, although others have been disciplined.

• The University of Texas at Austin has also fired a tenured faculty member who was accused of harassing a graduate student. Donald M. Stadtner, an associate professor of art history who had taught at the university for 14 years, was fired by the Board of Regents after a faculty committee investigated the charges and recommended that he be dismissed. Campus officials refused to discuss the case, although Stadtner denied the charges.

SEXUAL ASSAULT

CURFEWS FOR MEN AS RAPE PREVENTION?

◆ Students at Rutgers University recently received an unsigned letter on official stationery stating the following:

> Due to the recent increase in sexual assault and harassment on campus, a new policy regarding student life will be implemented. As of April 19, all male students must remain in their residences after 11:00 pm each night in order to create a safe environment for women.
>
> Thank you for your cooperation.

The letter, which was not official, generated campus discussion about the issue of sexual assault. Similar letters have appeared on other campuses, including Brigham Young University (UT).

CARLETON SETTLES SUIT BROUGHT BY WOMEN STUDENTS

◆ Four women students sued Carleton College last year, charging that it was negligent in the way it handled their complaints of having been sexually assaulted. The women charged that the college knew of previous assaults by the male students who assaulted them and that it had failed to take proper action. They also stated that the hearing process was unnecessarily intrusive and that the penalties imposed on the male students (disciplinary probation and suspension) were insufficiently severe, given the nature of the charges.

Although the exact terms of the settlement were closed, a joint statement by the four women and the administration stated that Carleton's president will advocate "further amendments to the College's policies to provide for more explicit recognition of sexual assault, more effective methods of dealing with complaints, more support for victims of assault, and more extensive training and education for all students, faculty, and staff regarding the issues surrounding sexual assault."

GUILTY PLEA IN ST. JOHN'S CASE

◆ A former student at St. John's University (NY) pleaded guilty to sexually abusing a student, although three other men had earlier been acquitted of sodomy and sexual abuse in the same case. (During the trial of the three defendants, one male member of the jury wore a T-shirt with the words "Unbutton My Fly.") Despite the acquittal, the three defendants were expelled from school. President

Rev. Donald J. Harrington stated that they had "flagrantly" violated the school's student behavior code, "which includes respect for the dignity and worth of each individual."

Another of the accused, who had been granted immunity when he testified for the prosecution, was suspended for a year and cannot return until he performs 100 hours of community service in a center for abused women. A third man is still to be tried and, like the student who pleaded guilty, is under suspension for an indefinite time.

Queens County District Attorney Richard A. Brown said that the guilty plea showed that the woman "was indeed telling the truth, that the indignities she testified to did happen, and this is very important to her, that everyone understand that she is telling the truth."

Five of the six defendants were members of the lacrosse team. Subsequently, St. John's initiated rape awareness training for its athletes and a program for all students. The case, which involved sodomy rather than rape, occurred off campus and has been widely publicized.

HELPING RAPE SURVIVORS MAKE CHOICES

◆ Individuals who have been sexually assaulted often feel that they have lost control over their lives. People who work with such individuals can help them regain that sense of control by helping them make decisions that they themselves feel are best. Rutgers University (NJ) Student Health Service has developed a four-page document, "Choice Points," to help those dealing with rape survivors, by describing various choice points and providing information to help the individual choose among various options. Medical attention, police contact, criminal prosecution, bringing university charges, and seeking professional counseling/therapy are covered.

The paper is based on crisis intervention theory but could also be adapted for use with survivors with a delayed trauma reaction.

Rutgers also has prepared a one-page sheet, "The Next Few Weeks," for rape survivors. It briefly describes some of the feelings they might experience and provides some advice about dealing with the experience as well as information about where to obtain additional help. The paper could easily be adapted for use at other campuses.

Both materials are available free from Sexual Assault Services, Rutgers Student Health Service, 210 Willets Health Center, New Brunswick, NJ 08903. A list of other materials is also available.

CAMPUS ROUNDUP ON ACTIVITIES TO PROMOTE RAPE AWARENESS AND PREVENTION

◆ Dickinson College (PA) has released a report prepared by its Commission on the Status of Women recommending that, in its student handbook, the college distinguish rape from sexual harassment. The Commission also recommended that the college train two advocates to provide rape victims with legal guidance and emotional support.

- The University of California at Los Angeles (CA) *Daily Bruin News* printed a full page advertisement from the Dean of Students entitled "Official Notices, Rape And Other Forms of Sexual Assault." The ad detailed UCLA policy and procedures, defined rape and other forms of sexual assault, described what to do in case of rape or sexual assault and outlined campus disciplinary procedures for students accused of rape or sexual assault.

- The University of Southern California has banned fraternity parties with alcohol and loud music from Sunday through Thursday nights. Visitors of the opposite sex are no longer allowed in private rooms during parties at which alcohol is served or at any time if the guest or host has had more than "two standard-sized drinks in the preceding four-hour period."

- A task force on sexual assault at Stanford University (CA) has recommended numerous changes in the campus judicial system, including the incorporation of a list of the rights of victims of sexual assault. Also recommended was the development of a formal written policy stating that Stanford will not tolerate "unacceptable sexual conduct," including not only rape and sexual assault, but also behavior such as display of sexually explicit visual materials, obscene phone calls, voyeurism, and invasion of sexual privacy. The task force concluded that Stanford should require the cooperation of the accused and that the standard of proof beyond a reasonable doubt be changed to a less stringent criteria, a preponderance of evidence. The creation and funding of a position of coordinator of sexual assault response services were also recommended.

• The Virginia State Council of Higher Education's task force on campus rape has released statistics showing that nearly ten percent of Virginia's college students are sexually assaulted or raped each year and that 15 percent of female students have engaged in unwanted sexual activity because of emotional pressure from their partners. The Council recommended that all Virginia colleges and universities create or review existing policies on sexual assault and rape, distribute the policy to all members of the campus community, and designate a sexual assault coordinator. Campus-wide educational programs and free treatment and support services for victims were also recommended. The Virginia General Assembly had earlier charged the State Council of Higher Education to study rape and sexual assault. The report was based on a survey administered to 5,000 students.

LOOKING FOR HELP WITH RAPE PREVENTION PROGRAMS?

◆ "Acquaintance Rape and Sexual Assault: A Prevention Manual" is a comprehensive look at rape prevention on campus. Part I explains acquaintance rape and includes recommendations for college policies and procedures and a list of references. Part II is an acquaintance rape prevention manual that describes a wide variety of activities to be used with students, explains the objectives for each activity, and offers clear advice on how and when to conduct these activities. Many resources are provided, including descriptions of videos and films, selected articles, and a list of rape and sexual assault bibliographies.

Written by Andrea Parrot, professor at Cornell University (NY), who has conducted rape awareness programs on many campuses, the 225-page book is available for $19.95 plus $2.75 for shipping and handling, from Learning Publications, Inc., P.O. Box 1338, Holmes Beach, FL 34218-1338.

WOMEN IN SCIENCE

BERKELEY MATH PROF SUES FOR BIAS, IS ASKED TO REAPPLY

◆ Jenny Harrison was the first person to be denied tenure by the department of mathematics at the University of California at Berkeley when she was turned down in 1986. In 1989, she filed suit claiming bias, and the case is currently pending. What is unusual is that the current chair of the department has asked her to reapply for tenure.

The Harrison case has called attention to the paucity of women in mathematics departments. In the top ten departments, 303 men have tenure, compared to only four women, although 22 percent of PhDs in mathematics are awarded to women.

Science reports that Harvard, MIT, Princeton, Yale, Stanford, California Institute of Technology, and Chicago have no tenured female faculty; Columbia and Michigan each have one and Berkeley has two, one of whom is on long-term leave and shares a joint appointment with UCLA. Among the ten schools, there is only one non-tenured female.

The Support Committee for Jenny Harrison, which is raising money for her case, has two former chairs of the Berkeley mathematics department as honorary members. For information, contact the committee at 841 Coventry Road, Kensington, CA 94707.

WANTED: MORE WOMEN IN SCIENCE

◆ A new report, "Women in Science and Engineering: Increasing Their Numbers in the 1990's" discusses the problems of attracting and retaining women in the sciences and engineering. Written by the National Research Council's Committee on Women and Science and Engineering, the 152-page book explores policies and strategies to increase the number of women in these areas and includes numerous tables of data about women and men in science and engineering. Each strategy chapter lists priority issues. Copies are available for $20 plus $3 shipping from the National Academy Press, 2101 Constitution Ave. NW, P.O. Box 285, Washington, DC 20055.

NEW RADIO SERIES ON WOMEN AND MINORITIES IN SCIENCE

◆ A 13-program series about women and minorities in science is now available from KUOM Radio at the University of Minnesota. The series addresses the impending shortage of scientists and what can be done about it. Eleven programs are portraits of women and minority scientists and their work. The programs were aired during fall 1991 on public broadcasting stations.

An audio cassette package of the series, accompanied by a 20-page brochure and discussion questions can be purchased from the University of Minnesota Media Distribution, 420 Delaware Street SE, Box 734, Mayo Memorial Building, Minneapolis, MN 55455.

AROUND THE WORLD

CANADIAN BILL WOULD REQUIRE MEN TO GET WOMEN'S CONSENT FOR SEX

◆ In December 1991, Canada's justice minister Kim Campbell, one of seven women in the 39-member cabinet, introduced a bill spelling out the legal definition of consent. It requires that a man engaging in sexual activity obtain the clear consent of his partner. The bill, which requires an explicit voluntary agreement in words or action, puts the obligation on the man to establish consent.

Consent would not be considered to have been given if a woman is intoxicated, if the accused abuses a position of trust or authority over the victim, or if the victim "expresses, by words or conduct, a lack of agreement." Similarly, consent would not be regarded as given if the victim indicated she wanted to revoke a prior agreement to have sex.

Campbell stated that the bill would give more weight to what a woman said or did before a sex act and less weight to what a man thinks about the woman's state of mind.

IN FRANCE, STIFF PENALTIES FOR SEXUAL HARASSMENT

◆ In France it is illegal to "solicit by order, constraint or pressure favors of a sexual nature" from a subordinate. The penalty can include up to one year in prison and/or a fine of up to $16,000.

WOMEN PROFS EARN LESS IN BRITAIN TOO

◆ American women professors aren't the only ones who earn less than their male counterparts. Female full professors in Great Britain earn about $3,520 less than male full professors. More than half of the women earned less than $52,800, the average salary of professors, while only a third of the men were below that level.

WANT TO LEARN ABOUT WOMEN ON THE INTERNATIONAL SCENE?

◆ *WIN News* is a quarterly publication featuring world-wide information about the status of women and women's rights. Continuing columns cover women in many areas such as health, development, media, environment, violence, human rights, and the United Nations. Short reports from around the world, including Africa, the Middle East, Asia and Pacific, Europe, and the Americas are featured in every issue. A typical issue consists of about 80 pages. One-year subscriptions cost $30 by personal check; $40 by institutional check. Contact Fran P. Hosken, Editor, 187 Grant Street, Lexington, MA 02173.

CLARIFICATION

In the last issue of *About Women on Campus*, we mentioned that the Center for Women Policy Studies was sponsoring an update of the landmark report, "The Classroom Climate: A Chilly One for Women?", by Roberta Hall and Bernice Sandler. This statement was somewhat unclear. Because the Association of American Colleges, which published the original report, holds the copyright, the Center cannot "update" it. Instead, the Center plans to research and produce a new report on the classroom of the 90s, which will discuss new research, strategies, and programs to warm up the chilly climate.

Please send copies of studies, reports, articles, brochures, policies, programs, anecdotes, ways to increase women's classroom participation, and any other information to Bernice Sandler at CWPS, 2000 P Street NW, Suite 508, Washington, DC 20036.

EDITOR'S CHOICE

◆ If you are planning to talk to a member of the other sex, these two books will be invaluable in unraveling the mysteries of male-female conversation and relationships. I found both so full of insights and useful information that I was unable to read either of them without a pen in hand to underline passage after passage.

Deborah Tannen's book, *You Just Don't Understand*, explores the dynamics of men's and women's conversations. The book, which made the best-seller lists, describes why men and women often have trouble understanding each other. Using evidence from her own and other studies, the Georgetown University professor writes how men's and women's worlds are so different that their conversation is akin to cross-cultural conversation. The 330-page book is available in paperback from Ballantine and costs $10.

They Used to Call Me Snow White But I Drifted is about women's strategic use of humor and how women and men use humor in different ways. Unlike many books on humor, this one is actually fun to read. Regina Barreca, a professor at the University of Connecticut, examines women's humor in the context of relationships with men, thereby providing more than just a discussion of humor *per se*. Available in hardback, 223 pages, from Viking, 375 Hudson Street, New York City, NY 10014 for $18.95.

Both books contain vignettes from everyday life as well as supporting research, and straddle the line between popular and scholarly writing.

Backlash: The Undeclared War Against American Women explores the myths, distortions, and assaults that often appear in media, research, and elsewhere, denigrating the women's movement, attacking the goals of feminism, and ridiculing women who speak out. Susan Faludi documents and examines the cultural attacks that glorify traditional womanhood and attempt to raise fears about and in women who defy tradition by holding down demanding jobs and delaying marriage. She debunks *myths* such as: Single women past thirty are "more likely to be killed by a terrorist" than to marry. Huge numbers of working women are leaving the job market to stay at home. The "fertility epidemic" is fueled by women who have postponed childbearing until their thirties. Faludi, a Pulitzer prize-winning journalist on the *Wall Street Journal*, believes the backlash is an unorchestrated expression of the country's pervasive anxiety about the changing roles of women, although right-wing politics exacerbate it. The 552-page book is available from Crown Publishers, Inc., 201 East 50th Street, New York, NY 10022 for $24.

Moving the Mountain: The Women's Movement Since 1960 is a comprehensive account of the women's movement in America since the 1960s. Flora Davis has written the history of a movement that has profoundly changed women's and men's lives. By interviewing nearly one hundred activists, known and not well-known, she captures the story of how many changes occurred at both the national and grass-roots levels. Davis covers a wide arena: legislation, battered women's shelters, divorce law reform, and how women confronted discrimination on the job and in their communities. Her story of women's history is invigorating, depressing, funny, and inspiring. The 604-page book is available for $27.50 from Simon and Schuster, 1230 Avenue of the Americas, New York, NY 10020.

—Bernice R. Sandler, Editor

The Center for Women Policy Studies *is an independent policy research and advocacy institution, concentrating on complex, cutting-edge issues such as educational equity, economic opportunities for low-income women, work and family policies, women and AIDS, reproductive rights and health, and violence against women.*

The National Association for Women in Education *is an independent nonprofit professional organization dedicated to the education and personal and professional development of women and girls. An important force in American education for more than 75 years, the association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education. Association services include an annual conference, an award-winning journal, member newsletters, symposia, a national conference for women college student leaders, this newsletter, and numerous advocacy and outreach activities.*

JOB LINE

VICE PRESIDENT FOR ACADEMIC AFFAIRS

California State Polytechnic University, Pomona, invites applications and nominations for the position of Vice President for Academic Affairs. Cal Poly Pomona, a public university, is one of 20 campuses in The California State University. The campus is located approximately 30 miles east of downtown Los Angeles and is part of one of the most dynamic economic and cultural regions in the country. The university is committed to diversifying its faculty and staff, and has made educational equity one of its highest priorities.

As the university's chief academic officer, the Vice President fosters academic quality, a university environment conducive to collegiality, diverse views and open discussion, and an appreciation and respect for ethnic, cultural, and social diversity.

Duties and Reponsibilities

The Vice President for Academic Affairs is responsible for planning, organizing, and administering the university's academic programs; oversees the development and implementation of policies affecting the academic programs, directs the periodic evaluation of these programs, and ensures maintenance of the university's academic standards. The Vice President directs the recruitment and selection of all academic personnel; promotes affirmative action efforts to diversify the faculty and staff; reviews and recommends action on appointment, retention, tenure and promotion of faculty, and oversees all other faculty personnel matters; serves as a member of the President's Cabinet; consults with the Academic Senate and other campus constituencies; promotes educational equity efforts among all academic units; participates in the development and fund-raising activities of the university; and carries out other duties as may be assigned by the President.

Qualifications

Candidates for the position must hold an earned doctorate or other terminal degree from an accredited institution; demonstrate a successful record of achievement in teaching, research, and scholarship; and qualify for appointment as a full professor in an academic department. Candidates must also demonstrate successful experience as an academic administrator in higher education, including at least three years in a position at or above the level of dean. All candidates will be judged on their ability to provide effective leadership within the context of a decentralized mode of administration involving due consultation with campus constituencies, and on demonstrated skill in developing good working relations with people from diverse backgrounds. Candidates must demonstrate knowledge of and experience with comprehensive academic planning and evaluation, successful experience with resource planning and allocation, experience and potential as an effective spokesperson, and ability to write and speak effectively, It is essential that all candidates demonstrate their ability to be responsive to the educational equity goals of the university and its increasingly diverse ethnic, cultural, and international character.

Appointment Date/Compensation

August 1, 1992, or as soon thereafter as mutually convenient. Starting salary will be competitive and commensurate with qualifications and experience.

Nominations and Applications

Nominations and applications should be addressed to Academic Vice President Search Committee; c/o Dr. Bob H. Suzuki, President; California State Polytechnic University; 3801 West Temple Avenue; Pomona, California 91768-4020.

Nominees for the position will be invited to apply. All candidates must submit a complete formal application, which will consist of the following: a) a letter of interest, including a statement of how the candidate satisfies the position qualifications listed above; b) a current curriculum vitae; c) the names, titles, addresses, and telephone numbers of five colleagues who can provide current assessments of the candidate's qualifications for the position. Finalists for the position should be prepared to provide three letters of reference upon request. Review of completed applications will begin on March 16, 1992, and will continue until the position is filled.

California State Polytechnic University, Pomona, is an equal opportunity, affirmative action employer. The university hires only individuals lawfully authorized to work in the United States.

◆

HOW TO ADVERTISE IN JOB LINE AND ETCETERA

It's easy—and cost-effective—to advertise in the *About Women on Campus* Job Line and EtCetera.

Special introductory advertising rates

Display Ads: Up to one-half page $150 (Call for rates on larger ads.)

EtCetera (meeting announcements, calls for papers, award competitions, deadlines): Up to four lines $ 25

We will typeset your ad or accept your camera-ready copy. Ads should be prepaid (by check made payable to NAWE) or accompanied by an institutional purchase order.

For more information or to reserve ad space, call 202-659-9330 (Fax 202-457-0946).

JOB LINE

PURDUE UNIVERSITY

WOMEN'S RESOURCE OFFICE

Purdue University invites nominations and applications for the position of Director, Women's Resource Office.

Responsibilities: Reporting to the Vice President for Human Relations, the Director is responsible for leadership in improving the campus climate for women, and for developing and administering programs and services that address the needs and concerns of all women faculty, staff, and students. In collaboration with other campus offices and community organizations, the Director will:

- Provide advocacy and support for women's concerns
- Assess and respond to the diverse needs of women at Purdue University
- Initiate educational and professional development programs for and about women
- Make recommendations on policies of special concern to women
- Work to correct gender-based inequities

Qualifications: Experience in the area of women's issues and gender-related concerns; an understanding of and appreciation for diversity; demonstrated success in program initiation and implementation through effective collaboration with other offices and constituents; leadership skills to build and maintain campuswide credibility and support; initiative, flexibility, and strong interpersonal and communication skills. A doctoral or terminal degree and faculty experience are preferred. A faculty appointment in a relevant academic department is possible, depending upon qualifications.

Applications/Nominations: Screening will commence on March 1, 1992, and will continue until the position is filled. Please submit a letter of interest, curriculum vitae, and the names, addresses, and telephone numbers of five references to:

Dr. Ann Hancook, Chair
Search Committee for Director, Women's Resource Office
Purdue University
1705 Hovde Hall, Room 241
West Lafayette, IN 47907-1075

PURDUE UNIVERSITY IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

Test Development/Research

Expanding programs and new services have provided increased employment opportunities with American College Testing (ACT) for career-minded professionals in the testing/measurement field. Work involves a wide range of test development and research activities.

Located in ACT's modern headquarters complex in a highly desirable midwestern university community, the positions require graduate degrees (doctorate preferred) and experience/training in the field. Compensation includes an exceptional benefit program. Positions now available:

Assistant Vice President, Measurement & Statistical Research — Administer departments responsible for psychometric and statistical services, including equating, validity, and reliability activities related to a variety of testing programs and research services.

Assistant Vice President, Test Development — Administer departments responsible for developing assessment and research services for national credentialing programs in various professional fields.

Director, Research & Evaluation — Direct and participate in planning and conducting specialized research supporting existing credentialing programs and/or leading to development of new programs.

Program Associate, Performance Assessment — Participate in research and development work involved with test development using a wide range of performance assessment activities.

Psychometrician I & II, Research — Participate in statistical and psychometric activities involved with research related to a variety of assessment programs. Professional positions at both entry and higher levels.

Research Associate, Institutional Services — Assist in research supporting programs and/or focusing on policy issues in secondary and postsecondary education.

Research Psychologist, Student Planning Services — Develop and provide technical documentation for noncognitive assessments and interpretation procedures used in career (educational and vocational) planning programs.

Statistician, Research & Statistical Services — Perform applied statistical research supporting programs for students and institutions.

To apply, submit letter of application and resume to Human Resources Dept., ACT National Office, 2201 N. Dodge St., P.O. Box 168, Iowa City, IA 52243.

ACT is an Equal Opportunity/Affirmative Action Employer

ACT

PRESIDENT

Boise State University
Boise, Idaho

The Idaho State Board of Education invites applications and nominations for the position of president of Boise State University.

Located in Boise, the state capital, Boise State offers a variety of undergraduate and graduate programs. The largest institution in the Idaho system of higher education, the university enrolls approximately 15,000 students in its Colleges of Arts and Sciences, Business, Education, Health Sciences, Social Sciences and Public Affairs, and Technology, and the Graduate College.

In 1991, *Money* magazine rated the city of Boise the nation's number four metropolitan area in terms of quality of life. The city of 125,000 enjoys a moderate climate, a modest cost of living, a growth economy, a safe environment, and a variety of outdoor recreational opportunities in the nearby mountains and desert. Cultural opportunities include the Boise Art Museum, the Boise Philharmonic, the Boise Opera Company, the American Festival Ballet, and the Idaho Shakespeare Festival. Boise is the cultural, medical, governmental, business and financial center for southwest Idaho and eastern Oregon.

Boise State's president is the chief executive officer of the university and is responsible for its management to the Board of Education. Criteria for the position include:

- An earned doctorate from an accredited institution;
- A demonstrated record of academic leadership;
- The ability to work cooperatively with institutions within the state's system of postsecondary education;
- Demonstrated skills in the areas of management, finance, budgeting, and public and private resource development;
- Commitment to affirmative action and equal opportunity;
- The ability to articulate internally and externally the mission and goals of the institution; and
- A demonstrated ability to work as a respected leader and colleague with a diverse student body, faculty, staff, and urban community.

Nominations should be submitted to the address listed below by April 1, 1992. A letter of application and a resume with names and addresses of five persons who can serve as references, postmarked by April 15, 1992, should be submitted to:

State Board of Education
ATTN: Dr. Rayburn Barton
650 W. State Street
Boise, ID 83720
Phone: (208) 334-2270 FAX: (208) 334-2632

The preferred starting date is January 4, 1993.

Affirmative Action/Equal Opportunity Employer

BEST COPY AVAILABLE

SYSTEM AFFIRMATIVE ACTION OFFICER

THE UNIVERSITY OF SOUTH CAROLINA

The University of South Carolina invites applications and nominations for the position of Affirmative Action Officer. The University is a nine-campus system with a total enrollment of over 41,000, including approximately 26,000 students on the USC-Columbia campus. Columbia is the state capital and the geographic, economic, and cultural center of the state, with a metropolitan population of over 463,000.

POSITION: The System Affirmative Action Officer will conduct and/or sponsor programs to create and increase awareness in all areas relating to affirmative action, advise the University community on AA/EEO issues, oversee annual updating and implementation of the University's affirmative action plans, work assertively with University faculty, administrators, and staff, including the Affirmative Action Coordinators of the other eight campuses, on the implementation of affirmative action goals, monitor AA/EEO compliance, serve as a liaison with organizations both internal and external to the University system, serve as the ADA and Section 504 Coordinator, prepare all necessary reports, coordinate compliance with the South Carolina Commission on Higher Education's Access and Equity Program, and investigate internal complaints of unlawful discrimination.

QUALIFICATIONS: Candidates must have a master's or an equivalent advanced degree and at least four years of professional experience related to AA/EEO in a higher education setting. The candidate's previous experience must demonstrate a high degree of diplomacy, judgment, ability to work efficiently with personnel at all levels, and ability to communicate clearly and effectively orally and in writing. Each candidate should submit a brief statement of his/her philosophy concerning AA/EEO as applied to higher education and why he/she is interested in, and qualified for, the position.

APPLICATION: The System Affirmative Action Officer reports directly to the President of the University of South Carolina. Salary will be commensurate with the successful candidate's qualifications and experience. Screening of candidates will begin upon receipt of applications and will continue until a successful candidate is appointed. It is anticipated that a selection will be made during the Spring semester 1992.

All nominations, letters of application, brief statement of AA/EEO philosophy, and a curriculum vita including names, addresses, and telephone numbers of three professional references should be submitted to the following:

Professor John McFadden, Chair
Affirmative Action Search Committee
Office of the President
The University of South Carolina
Columbia, South Carolina 29208

The University of South Carolina is an Affirmative Action, Equal Opportunity institution and employer.

UNTRUE FRIENDS: Acquaintance Rape on Campus

UNTRUE FRIENDS is a just-released 25-minute color VHS videotape that tells a unified story about three college couples:

- A freshman woman who is nearly raped by an upperclassman with whom she is barely acquainted
- A junior woman is raped by a former boyfriend when teasing goes too far because of miscommunication
- A freshman woman and an upperclassman learn to communicate about sexual and emotional matters and so start a mature relationship.

UNTRUE FRIENDS emphasizes the importance of women supporting one another and using official resources in instances of attempted or actual rape. It presents a positive role model for young men, showing they can be heroes as well as villains in these situations. And it features an open-ended conclusion to stimulate discussion. A discussion guide is included with each video.

UNTRUE FRIENDS was written, produced, and directed by Richard L. Homan, Associate Professor, Department of Fine Arts, in consultation with Eva C. Krebs, Director of Judicial Systems, and Tina Woodruff, Director of Student Development—all at Rider College.

Available for $75 plus 7% NJ sales tax and $2.50 handling. Checks should be made payable to and sent to the Rider College Store, 2083 Lawrenceville Road, Lawrenceville, NJ 08648

GENDER AND EDUCATION

CALL FOR PROPOSALS

The Women's College Coalition invites proposals from researchers investigating issues of gender and education, specifically the education of women in single-sex and coeducational settings. Studies in three broad categories will be considered for support: learning environments, career aspirations/self esteem development, and curriculum innovations/integration and their outcomes. Work recognizing and analyzing diversity of women with respect to these areas is especially encouraged.

Approximately ten awards of up to $7,000 will be made. For information about applying, contact the Women's College Coalition, 1090 Vermont Avenue NW, Third Floor, Washington, DC 20005, Attention Jadwiga Sebrechts or Mary Crawford.

Submission deadline is **March 30, 1992**, although proposals will be considered as they are received and early decisions will be made.

Making Connections: Enhancing Women's Studies, Research, and Academic Lives

A Two-Day Symposium for Faculty and Administrators of Catholic Colleges and Universities

June 11 and 12, 1992

Sponsored by The Boston College Women's Studies Program and Center for the Study of Women's Lives (A Center in Progress)

For more information

Call 617-552-8528 or write Making Connections, Boston College Women's Studies Program, Department of Sociology, McGuinn Hall 519C, Chestnut Hill, MA 02167-3807

National Conference for

COLLEGE WOMEN STUDENT LEADERS

MAY 28–30

For Info:

National Association for Women in Education
1325 18th St., N.W., Suite 210
Washington, D.C. 20036
(202) 659-9330

I N I T I A T I V E S

POPULAR BACK ISSUES ARE STILL AVAILABLE.

Special Issues of *Initiatives*—NAWE's award-winning journal—on

- **Sexual Harassment on Campus (2 parts)**
- **Women's Colleges (2 parts)**
- **Black Women in Higher Education**
- **Women's Centers**

n be purchased at $13.00 per copy ($26.00 per 2-part set) directly from the NAWE Washington Office. Orders must be prepaid.

BEST COPY AVAILABLE

◆

☐ **YES** *I am concerned about women on campus and want to enter my subscription to* About Women on Campus.

Special introductory subscription rates:

Individual	1 year (four issues)	$20	**Institution**	1 year (four issues)	$28
	2 years (eight issues)	$35		2 years (eight issues)	$50

Foreign subscriptions: Please add $7.00 per subscription to cover additional postage.

Discounts are available for bulk subscriptions mailed to a single institutional address.
Call 202-659-9330 (FAX 202-457-0946) for details.

Name ______________________________

Title ______________________________

Institution ______________________________

Address ______________________________

City/State/Zip ______________________________

Send subscription form and check or institutional purchase order made payable to NAWE to:
***About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511**

☐ **AND** *I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations.*

Send information about membership to the address I have provided above.

◆

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511

Second Class Postage
Paid at Washington DC

HE

ABOUT WOMEN ON CAMPUS

VOLUME 1 NUMBER 3 ✣ SUMMER 1992

THE FREE SPEECH DEBATE

◆ Around the country the question of "free speech" v. "harassment" continues to be played out, as institutions seek a middle ground in order to develop criteria and procedures to deal with harassing behavior without violating constitutional rights to free speech.

• Rutgers University (NJ). The student association at Douglass College passed a recommendation suggesting that three magazines considered pornographic (*Playboy*, *Playgirl*, and *Penthouse*) and a greeting card which listed ten ways in which beer is better than women no longer be sold at the school's co-op store. As a result of the ensuing debate, sales of the three magazines doubled and the greeting card was sold out.

• Occidental College (CA). A male student has been suspended for calling a student dormitory director a four-letter word for vagina, a common derogatory sexual epithet. She had followed university policy and refused him entry to a dormitory because he lacked advance permission. The student peer review board found the student guilty of "verbal abuse," disorderly conduct, and attempting to vandalize or destroy college property. The suspension noted his "chronic history of verbal abuse." The student, who had been cited twice before by the peer board, has been allowed to remain in school while he appeals the decision.

CONTENTS

Working in Academe 2
Women of Color 3
Sex Discrimination 4
Sexual Harassment 5
Sexual Assault 6
Women in Athletics 7
Warming Up the Chilly Climate 9
From Around the Campus 10
Resources 11

• Washington University (MO). Student union president Andrew Kleine vetoed the student union's acceptance of a group called The Patriarchy, which critics charge promotes violence against women. The Patriarchy has distributed fliers which state that if women "get raped it's their fault and if they get bashed they must have provoked it." A poster of a naked buxom woman states: "All women are not created equal, thank God!"

Kleine vetoed recognition, which gives organizations the right to apply for funds from student activity fees, on the basis of student union bylaws that prohibit groups which advocate acts of cruelty toward other individuals or groups.

• The University of California at Los Angeles. Administrators are investigating a fraternity songbook which contains sexually explicit lyrics that advocate violence against women and gays. Phi Kappa Psi had distributed the books to pledges but claims that they were subsequently confiscated and destroyed. Both the chancellor of the University, Charles E. Young, and the vice chancellor for student affairs condemned the booklet. Many fraternities have similar booklets.

• University of Arizona. Complaints against a fake "sexual harassment consent form" posted in the physics department led the dean of the science faculty to recommend that each of the 16 science departments attend voluntary sexual harassment awareness workshops.

The form asked people to list their names and the types of sexual harassment they would consent to, such as "eye-to-bust contact" and "feelies," and was said to have been posted by a female secretary without the knowledge of department chair Peter Carruthers, who stated that members of his department did not have to attend any workshops and that "the administration is not prepared to have a diversity of ideas."

WORKING IN ACADEME

HOW TO SURVIVE IN ACADEME

◆ If you've ever wondered about the tenure process and what you need to know in academe, you might find "Academic Advancement at SUNY" helpful. Although aimed at the State University of New York (SUNY), much of the booklet's advice will be useful to women on other campuses. In addition to discussing formal criteria, the booklet also covers informal criteria, what records to maintain, setting up a network, and how to use reviews prior to achieving tenure. A checklist summarizing what needs to be done and a list of resources for networking are also included.

The 34-page booklet, written by Alix Robinson of the SUNY Health Science Center at Syracuse, could also be used as a model for institutions wishing to develop their own guide to achieving tenure on their campus. Single copies are available from the Affirmative Action Office, SUNY, State University Plaza, Albany, NY 12246.

CAREGIVERS' LEAVE AVAILABLE AT YALE SCHOOL OF MEDICINE

◆ Yale University's School of Medicine has revised its child care and maternity leave policy and has established a caregiver's leave available to all faculty and members of the staff. The latter policy provides leave for the purpose of caring for a seriously ill spouse, parent, or child.

The School of Medicine also allows a pregnant faculty member to be granted a maternity disability leave of absence. Upon her return, the woman is entitled to reinstatement in the position she held prior to the leave or to one substantially the same, with no loss of seniority or other privileges of employment.

Unpaid child care leave is available to faculty members who bear or adopt (or whose spouse bears) a child, and they are entitled to reinstatement to the same or substantially the same position upon their return. Departments are

ABOUT WOMEN ON CAMPUS

Women's Issues Project
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant
Editor: Bernice Resnick Sandler
Business Manager: Patricia Rueckel

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $65 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

Volume 1, Number 3, Summer 1992

© 1992 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual preference, or disability in any of its policies, procedures, programs, or practices.

BEST COPY AVAILABLE

also encouraged to make part-time arrangements for new parents.

For further information, write the Yale University School of Medicine, 333 Cedar Street, New Haven, CT 06510. Yale University is one of the few medical schools with an office for women in medicine.

EXAMINING WORK AND FAMILY ISSUES IN ACADEME: NEW RESOURCES

◆ An emerging issue on campus is that of work and family issues, many of which specifically affect women. Some helpful resources:

- In what may be the first report on integrating work and family issues in higher education, author Nancy Hensel points out the relationship among gender issues, family, and gender equality. The report explores such topics as child care, hiring procedures, dual-career couples, and stopping the tenure clock.

The report, *Realizing Gender Equality in Higher Education: The Need to Integrate Work/Family Issues*, costs $17 from the ERIC Clearinghouse on Higher Education, George Washington University, One Dupont Circle, Suite 630, Washington, DC 20036.

- The Massachusetts Institute of Technology may have been the first institution to examine family and work issues on campus when it established a committee on family and work in 1988. A short report on how the committee functioned appeared in *Early Childhood Research Quarterly*, 6, 57-68. The investigative process used might provide a model for other institutions examining these isssues. Reprints of the article, "Beyond Campus Child Care: Supporting University Families" are available from the author, Kathy Luneau Simons, MIT Child Care Office, Room 4-144, Cambridge, MA 02139.

CHILD CARE REPORT AVAILABLE

◆ The University of Wisconsin System has been a leader in higher education in providing campus child care services since the early 1970s. A new report on child care provides an extensive overview of the UW System child care centers and an assessment of needs. The report, which also discusses other issues in campus child care, may be useful to other institutions examining or developing programs. It is available free from the Office of Equal Opportunity Programs and Policy Studies, UW System, 1802 Van Hise Hall, Madison, WI 53706.

PENN STATE GIVES CREDIT FOR AFFIRMATIVE ACTION ACTIVITIES

◆ In a letter to all administrators at Pennsylvania State University reminding them about annual performance evaluations of staff, President Joab Thomas urged them to consider activities that furthered affirmative action. The letter stated, "I urge you to remember that some employees have been called upon or volunteered to participate in University affirmative action activities. These activities are frequently in addition to that person's regular job. Any involvement in such activities should be considered, along with the staff member's regular work performance, when considering an appraisal."

WOMEN OF COLOR

WOMEN OF COLOR NOT MAKING IT ON LAW FACULTIES

◆ Contrary to the myth that "minority women have it made," women of color on law faculties are far behind white men and women and men of color. A study which examined 174 of the 176 accredited law schools found that women of color began teaching at lower ranks than did men of color and more often at less prestigious schools. In addition, they were more likely to teach courses such as legal writing or trusts and estates rather than higher-status theory courses. Women of color were almost twice as likely as minority men to teach beginning courses.

The study, "Double Minority: Empirical Evidence of a Double Standard in Law School Hiring of Minority Women," by Barbara Reskin of Ohio State University and Deborah Merritt of the University of Illinois Law School, will be published in the September 1992 *Southern California Law Review*.

BLACK WOMEN NOT MAKING IT ANYWHERE ELSE EITHER

◆ Although the median earnings of African American women working full time and year round are now close to those of white women, they remain at the bottom of the economic heap.

White men earn the most ($28,541); African American men are next ($20,426). White women do worse ($18,922); African American women trail behind everyone ($17,389). These data come from Census Bureau studies conducted in 1989 and 1990.

POSTER OF AFRICAN AMERICAN WOMEN PROTESTING HILL-THOMAS HEARING

◆ One month after Clarence Thomas was confirmed as a Justice of the Supreme Court, 1,603 African American women signed an advertisement that appeared in the *New York Times* and in Black newspapers. The ad is now available as a red, black, and green, 19" x 24" poster, for $15.95 plus $3 shipping. Order from Kitchen Table: Women of Color Press, P.O. Box 908-N, Latham, NY 12110.

SEX DISCRIMINATION

$$$$ AVAILABLE FOR SEX BIAS DAMAGES

◆ In our last issue we reported separately on two new legal developments: Monetary damages are now available under both the Civil Rights Act of 1991 and Title IX of the Educational Amendments of 1972. That complainants may now sue for damages is expected to have a major impact on colleges and universities with respect to sex discrimination cases, including sexual harassment.

The Civil Rights Act of 1991 allows compensatory and punitive damages under Title VII of the Civil Rights Act of 1964. Title VII covers all employees of educational institutions, including students. The maximum amount of damages allowed is limited and depends on the number of employees.

The Equal Employment Opportunity Commission (EEOC), which enforces Title VII, has ruled that the Civil Rights Act of 1991 is not retroactive, so damages would be allowed only for cases involving discrimination which occurred after the Act became effective on November 21, 1991. However, several courts have handed down conflicting rulings concerning retroactivity and the issue will likely be decided by the U.S. Supreme Court.

Title IX covers all employees and students in educational institutions which receive any federal dollars, including financial aid for students. Virtually all institutions are covered. In February 1992, the U.S. Supreme Court unanimously ruled that victims of sex discrimination, including sexual harassment, may be entitled to damage awards under Title IX. Although the case, *Franklin v. Gwinnett County School District*, involved sexual harassment, the ruling applies to all forms of sexual discrimination covered by Title IX. The Bush administration had asked the court to rule in favor of the school system, which claimed that Title IX did not allow damages as a remedy for discrimination.

Until now, schools charged with violations of Title IX, which prohibits sex discrimination in schools receiving federal funds, were only threatened with possible loss of federal funds. However, federal funds have never been denied to an educational institution because of sex discrimination.

Unlike the Civil Rights Act, there is no cap on the amount of damages which can be granted under Title IX; furthermore, the decision is retroactive.

Women's rights lawyers hailed the ruling and noted that it will be used to combat discrimination such as athletic inequalities. Because multi-million damage suits are possible, attorneys may be more likely to take cases on a contingency basis.

Under both The Civil Rights Act of 1991 and Title IX, suits may be tried before juries rather than a judge should either party request it. Juries are generally believed to be more sympathetic to discrimination plaintiffs than judges.

A chart, "Federal Laws and Regulations Prohibiting Sex Discrimination in Educational Institutions" describes and compares coverage of Title VII of the Civil Rights Act, the Equal Pay Act, Executive Order 11246, and Title IX of the Education Amendments of 1972. Prepared by the National Women's Law Center, the chart is available from the Center for Women Policy Studies, 2000 P Street, NW, Suite 508, Washington, DC 20036 for $5.00.

SEXUAL HARASSMENT

CHANGES FOLLOW COMPLAINT BY NEUROSURGEON

◆ Many academicians and physicians were stunned when Frances Conley, a neurosurgeon at the Stanford University Medical School (CA), resigned in June 1991, charging that she had endured sexual harassment from her peers for over 25 years, that sexual harassment was widespread, and that the proposed chair of her department, Gerald Silverberg, was one of the major perpetrators.

Conley rescinded her resignation in September 1991 on condition that the university address her complaints. Stanford has since taken the following steps:

- The acting chair of the department, Silverberg, who was accused by Conley, has been removed from the position and will not be considered for the permanent job.
- A committee has investigated charges of sexism in the school and completed a confidential report.
- The dean has funded an office for women in medicine and the medical sciences.
- A policy for reporting incidents of sexual harassment has been established.

In addition, for the first time, women faculty of the medical school have met together to voice mutual concerns about these and other issues.

In a separate and unrelated case, Stanford took undisclosed disciplinary action against cardiologist Mark G. Perlroth, who was accused of sexually harassing two female medical students. Conley criticized the school for its refusal to make its actions in that case public.

HILL-THOMAS LEGACY: INCREASED CHARGES OF SEXUAL HARASSMENT

◆ Although some people worried that the Hill-Thomas hearings would discourage women from filing charges of sexual harassment, the reverse seems to have happened. In the three months following the October 1991 hearing, formal complaints of sexual harassment against corporate employers filed with the Equal Employment Opportunity Commission have jumped to 1,244, compared with 728 during the same period a year ago. The number of complaints against officials in federal agencies has also increased.

No figures are available for educational institutions, although informal conversations suggest a surge of interest in the issue from students, faculty, and administrators.

CONSENSUAL SEX DOES NOT BAR SEXUAL HARASSMENT SETTLEMENT

◆ A former graduate instructor in the department of psychological sciences at Purdue University (IN) agreed to an out-of-court settlement after accusing a full professor of harassment. The woman was trying to end a consensual sexual relationship with F. Robert Brush when the harassment occurred. She charged that her job had been made contingent on continuing the sexual relationship with Brush; that although she had reported it to the university, to her knowledge, no action had been taken; and that she had been fired from her three-quarter-time position because of her refusal to submit to his demands.

After the Indiana Civil Rights Commission found in her favor, a settlement agreement was worked out. The terms were not disclosed but it was believed to include a monetary settlement and disciplinary action against Brush.

Brush's secretary had also filed a complaint against him, stating that he was verbally abusive. The secretary still works for the department but Brush has been prohibited from entering her office or speaking to her.

TENURED PROF FIRED AFTER SEXUAL HARASSMENT CHARGE

◆ The board of regents at the University of Texas at Austin fired Donald M. Stadtner, an associate professor of art history, after a faculty committee concluded that he had harassed a female graduate student. The committee recommended that he be discharged. Subsequently, 33 members of the department of art signed a letter on Stadtner's behalf.

The student complained that she had been harassed in class and both on and off campus for more than a year and a half. Details of her allegation were not made public. Stadtner had been at the university for 14 years.

COMMUNITY COLLEGE DEAN RESIGNS FOLLOWING CHARGES

◆ Ten employees, including faculty and clerical workers, at the Huntington Beach campus of Coastline Community College (CA) filed charges of sexual and physical harassment against the top administrator, Dean George P. Melican.

Melican, who went on paid leave in February when the charges were filed, resigned with paid leave until the end of June 1992, the effective date of his resignation. Two employee unions protested both the financial arrangement and that the investigation had been dropped when Melican announced his resignation.

MARCHING BAND PENALIZED

◆ The marching band at the University of California at Davis has been placed on probation for one year after a former band member filed a charge of sexual harassment and hazing against the band and its student leader. Julie Graham also charged that the student-run band yelled sexually explicit cheers during games and told female band members that "virgins aren't appreciated." Members were also forced to state their sexual preference during initiation rites.

Band members must complete sensitivity training courses.

EMORY CHIDED FOR LENIENCY IN HANDLING SEXUAL HARASSMENT CHARGES

◆ When Emory University (GA) investigated charges against a law professor accused of kissing female students and asking them to visit his home, they decided that the behavior of Abraham P. Ordover was merely "inappropriate" and cleared him of sexual harassment charges. Ordover subsequently resigned.

A graduate of the law school then filed a formal complaint with the Office for Civil Rights (OCR) at the U.S. Education Department. OCR concluded that Emory was too lenient in its handling of the charges and will release its official findings shortly.

SEXUAL HARASSMENT RESOURCE AVAILABLE

◆ "Sexual Harassment: Research and Resources, A Report-in-Progress" discusses a wide range of issues such as what sexual harassment is, its extent, its impact among different groups of women, and policies and procedures for dealing with it. The appendix includes a bibliography, list of organizations, additional guides, media, conferences, and other information. The 39-page booklet is available for $16 from the National Council for Research on Women, 47-49 East 65th Street, New York, NY 10021.

SEXUAL ASSAULT

CHANCELLOR AND UNIVERSITY PRESIDENT CHALLENGED FOR MISHANDLING OF RAPE CHARGES

◆ The Florida Women's Legislative Caucus has put State University Chancellor Charles Reed on the spot, meeting with him and charging him with inaction on sexual assault programs. The legislators said that although campuses throughout the state had put policies in place, few offered effective programs or monitored implementation.

The legislators were particularly critical of the way Francis Borkowski, president of the University of South Florida (USF), handled the case of star basketball player, Marvin Taylor, after a student charged him with rape in 1989.

USF Vice President for Student Affairs, Dan Walbolt, did not

◆

pursue the issue after the woman told him she was dropping the case because of harassment from Taylor and his friends. Walbolt removed records of the accusation from Taylor's files and allowed him to play. Taylor was finally kicked off the team for curfew violations, although four other women also filed charges against him, claiming verbal threats and assault and battery. Walbolt resigned from his position over the controversy; he will be moved to another top position at the same institution.

President Borkowski also came under fire from education commissioner Betty Castor and the board of regents, whose report concluded that USF administrators had protected the athlete and treated his victims unfairly.

The board of regents has now charged all nine state institutions to hire trained victim advocates; create courses on the significance of date rape, alcohol and drug abuse and safe sex; have a written policy with the state attorney's office that outlines which cases will be referred to prosecutors; develop a "culture of openness" in dealing with the media; and release university police records.

Borkowski has apologized publicly for his lack of response to the two-year old charge (although not to the women who filed charges) and has initiated the following steps: created the post of special assistant for women's issues; developed a victims' advocate program to help students who suffer from sexual assault and other violent crimes; and strengthened language in the student conduct code, clarifying disciplinary procedures to avoid conflicts of interest.

UNIVERSITY OF SOUTHERN CALIFORNIA TO PAY $1.6 MILLION TO RAPE VICTIM

◆ A jury ordered the University of Southern California (USC) to pay $1.6 million dollars to a student who was raped, stating that USC failed to provide adequate security around an off-campus dormitory where the woman lived. The student sued USC for fraud and negligence, claiming that officials had concealed information about crime in the neighborhood. Recruiting brochures described the amenities of the neighborhood but did not mention crime.

The assailant, who raped the woman at knifepoint in 1988, was subsequently convicted. Two other women have sued the university over fraternity rapes that occurred in 1989 and 1990.

BROCHURE ON SEXUAL ASSAULT AND ALCOHOL

◆ Campuses may find helpful a brochure (possibly the first) that specifically examines the connection between rape and alcohol. Institutions may print their own name on the brochure, "Rape and Alcohol--The Connection," which tells one student's story, defines sexual assault and relates it to "getting high," debunks a number of myths about alcohol and sexual assault, and provides practical advice for students.

Proceeds from the sale of the brochure go to programs for women.

Contact Neala Schleuning, Director, Women's Center, Mankato State University, P.O. Box 8400, Mankato, MN 56002-8400.

WOMEN IN ATHLETICS

◆ Interest in discrimination against women in sports seems to be on the rise ever since the Education Department's Office for Civil Rights issued a proposed memorandum that would warn college presidents not to violate Title IX when decisions are made to eliminate sports teams. Michael L. Williams, Assistant Secretary of Education for Civil Rights, has stated that sex equity is a high priority for the Department. The recent Supreme Court decision allowing monetary damages for violations of Title IX (see p. 4) may also be sparking interest.

NCAA AND CHRONICLE SURVEYS DOCUMENT SEX BIAS IN COLLEGE SPORTS

◆ The March 1992 gender equity survey of the National Collegiate Athletic Association documents that in schools playing big-time sports, men's teams get almost 70 percent of athletic scholarship dollars, 77 percent of operating funds, and 83 percent of recruitment money. Although the NCAA noted that female athletes received scholarship dollars in proportion to their participation on teams, advocates for women's sports claimed that the study showed noncompliance with Title IX.

The 27-page study, which covered all divisions, also examined coaching ratios and salaries. Data are aggregated for each division. For further information, contact NCAA, 6201 College Blvd., Overland Park, KS 66211-2422.

The Chronicle of Higher Education conducted a follow-up study of the NCAA data in order to report data by institution. Of the 298 Division I members, 209 responded. Although about two-thirds of the colleges responding had more women students than men, male athletes outnumbered female athletes at 130 of these institutions by more than two to one. Moreover, men received at least twice as much money in athletic scholarships at 121 institutions.

The data were reported in the April 8, 1992 issue for each of the 209 participating institutions. This issue also includes the names of institutions that did not participate.

MICHIGAN WOMEN, LIKE OTHERS, GET LESS $$$ IN ATHLETIC SCHOLARSHIPS

◆ A newspaper survey of Michigan schools belonging to the Big Ten and Mid-America Conference shows disparities in the way in which money is spent on male and female athletes. The *Ann Arbor News* found that women received only one-third of athletic scholarships awarded by the five schools. For example, the University of Michigan awarded 235 scholarships to men and 140 to women; the average male scholarship is over $10,000 more than the average women's scholarship. Michigan State University's average scholarship award to women is $7,677; men receive an average of $13,617. Overall budgets showed similar discrepancies: Eastern Michigan University spends $2.7 million on its male athletes, but only $907,000 for its women. Figures for Central Michigan University and Western Michigan University were similar.

Women coaches, on average, receive about three-fourths of the salaries paid to male coaches. In addition, the schools employ more than twice as many male coaches, and only about one-fourth of the administrative posts in athletic departments are held by women.

FEDS FIND DISCRIMINATION IN ATHLETICS AT CUNY-BROOKLYN

◆ After a 14-month inquiry, the U.S. Department of Education has found that Brooklyn College (NY) has discriminated against its women coaches and athletes by not providing men and women students with equal opportunities for participation and by not treating women athletes fairly in recruiting, scheduling of games, assignment of coaches, provision of equipment and facilities, and other areas as well. No discrimination was found in financial assistance to athletes, travel allowances, and opportunities for tutoring assistance. The complaint was filed in 1990 by two physical education professors, R. Vivian Acosta and Linda J. Carpenter.

Brooklyn College has agreed to correct the deficiencies by providing new assignment of coaches, additional women's teams, and a survey of students' athletic interests.

CONGRESS INTERESTED IN SPORTS EQUITY

◆ The U.S. House of Representatives Subcommittee on Commerce, Consumer Protection and Competitiveness held hearings on sex equity in collegiate sports in April 1992. The National Collegiate Athletic Association (NCAA) came under fire when its executive director testified that schools are not in compliance with Title IX, which was passed in 1972. At the request of Representative Cardiss Collins (D-IL), the General Accounting Office has been conducting a study of race and sex equity in intercollegiate sports programs and of expenditures and revenues. For further information, contact your Representative or Senator.

WARMING UP THE CHILLY CLIMATE

A SELECTION OF VIDEOS

Several videotapes, including two from Canada, have been produced for use with students or faculty to help them understand why the climate in college is often chilly for women.

• **Inequity in the Classroom** uses student testimonials, dramatized learning situations, and comments by experts to provide answers to questions such as: What is inequity in the classroom and how does it manifest itself? What effect does it have on students? How can an inclusive learning environment be created in the classroom?

The 28-minute video is accompanied by a manual which includes a training guide for a one-day workshop, fact sheets on different aspects of classroom inequality, and an annotated bibliography. Available in English and French, the video was produced by and is available from the Office on the Status of Women at Concordia University, K-103, 1455 de Maisonneuve, West, Montreal, Quebec, Canada H3G 1M8. The video and manual each cost $40 ($80 for both), plus $5 handling and $9 postage. The project was funded by the Secretary of State Women's Program, Federation of Women Teachers Association of Ontario, and nine Canadian colleges and universities.

• **Breaking the Silence: Equity and Effectiveness in College Teaching** includes classroom situations which demonstrate college classroom inequities. American University (DC) professors Myra and David Sadker discuss these behaviors, related research, and ways in which faculty can improve their teaching. The video costs $195 plus $5 for shipping and is available from NAK Productions, 1422 Fenwick Lane, Silver Spring, MD 20910.

The video was funded by the Lilly Endowment as part of a project to improve the classroom climate, which produced "Teaching Faculty Members to be Better Teachers: A Guide to Equitable and Effective Classroom Techniques," a manual to help institutions conduct their own day-long workshop on this issue. The workshop includes use of the video but can be conducted without it.

The manual includes a sample agenda, invitation letter, evaluation form, tips for facilitators, a list of strategies to encourage women to participate in classrooms, exercises to raise awareness (including role playing), and a selected list of readings. Written by Bernice Resnick Sandler and Ellen Hoffman, the 18-page manual is available separately, from the Association of American Colleges, 1818 R Street, NW, Washington, DC 20009, for $10 plus $2 shipping.

• **The Chilly Climate for Women in Colleges and Universities** uses interviews to examine subtle discriminatory practices which create a climate "chilly to the point of toxicity" for women employed on Canadian campuses, although the video is equally applicable to campuses in the United States. The narratives illuminate the cumulative effects of stereotyping, exclusion, isolation, devaluation and trivialization, harassment, and violence. Strategies such as role modeling and promoting feminist research are discussed.

This provocative 28-minute video is accompanied by a manual written by Susannah Joyce, which offers exercises for various target audiences, different settings, and individual facilitator approaches; it shows how to handle difficulties faced by facilitators and includes strategies and success stories from other institutions, along with statistics and resources. The exercises are designed for a 60-minute or 90-minute workshop.

Funded by the Ontario Ministry of Colleges and Universities and the Ontario Women's Directorate and produced by the University of Western Ontario's Caucus on Women's Issues and the President's Standing Committee for Employment Equity, the Chilly Climate Kit plus the video and manual are available for purchase for $300 or for preview rental for $50, from the Department of Equity Services, University of Western Ontario, 295 Stevenson Lawson Building, London, Ontario, Canada N6A 5B8. Prices include shipping.

• **Peer Harassment** is a 15-minute video which shows typical campus incidents involving women students, followed by on-the-scene interviews with the students involved in the experiences, so that a wide range of views is presented. The video can be used to educate staff and faculty as well as students and can be shown in such settings as orientation sessions, fraternities and sororities, and residence halls.

The video is accompanied by "Peer Harassment: Hassles for Women on Campus" by Jean O'Gorman Hughes and Bernice R. Sandler, the first report on campus peer harassment of women students. The report describes various types of harassment and its impact and offers a wide range of institutional strategies, programs, and policies. The video and a copy of the report cost $35 and are available from Instructional Technology, University of Maryland, Baltimore County, Baltimore, MD 21228. (The report is also available separately from the Center for Women Policy Studies, 2000 P Street, NW, Suite 508, Washington, DC 20036, for $7.50.)

FROM AROUND THE CAMPUS

ALUMNAE FROM WOMEN'S COLLEGES GIVE MORE THAN MEN

◆ Contrary to the myth that women don't give as much as men to their institutions, three of the four biggest recent fund-raising drives by private liberal arts colleges have been by women's colleges: Wellesley College (MA), Smith College (MA), and Mount Holyoke (MA). The coeducational school was Pomona College (CA). Graduates of women's colleges were almost twice as likely to give to their alma mater as the alumni of co-educational colleges, including men and women.

A survey by the Council for Aid to Education in New York using 1989-90 figures showed Wellesley first, with alumnae gifts of $10,373 per enrolled student. Lafayette College (PA), a coeducational school, was second with $9,252. Bryn Mawr College (PA) was third with $8,903. In contrast, Princeton alumni gave $4,994 per student. In the ranking of amounts given by alumni per number of students enrolled, five of the top eleven colleges were women's colleges.

CAMPUS ANGERED BY INVESTIGATION OF FEMINISTS

◆After the president of Northwestern University (IL) received a package whose contents were "threatening" and "had something to do with rape," students were outraged when a U.S. postal inspector began questioning students who were associated with feminist ideas. Contents of the package were not revealed.

SEXUAL HARASSMENT ON CAMPUS
THE PROBLEM THAT WON'T GO AWAY

A special two-part focus of **Initiatives**, the journal of the National Association for Women in Education

Practical resources and information you need now to address this still-pervasive, demoralizing problem—

- Analysis of legal issues by a NOW attorney
- Obstacles to the reduction of harassment
- Uncommon perspectives on harassment—victim, faculty, women of color, researchers, university president
- Harassment in various academic settings and of nonacademic employees
- The need for "new taboos" in the academy
- Results-oriented programs, projects, strategies

To order, send check or money order for
$26.00 to
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511
202-659-9330

Students who had written feminist editorials or been quoted on feminist issues in the campus newspaper, as well as leaders of campus women's groups, victims of attempted and actual sexual assault, and suspects in several cases of feminist and anti-rape graffiti were questioned. In some instances, students were intimidated into being fingerprinted and photographed, even though they were not charged as suspects.

President Arnold Weber subsequently sent a letter to students, faculty, and staff explaining the institution's cooperation with the investigation and the need to interview people for credible reasons, noting that complaints could be filed with the institution and the postal system. Students were not satisfied and approximately 100 demonstrated outside the president's office, chanting "stop the witch hunt." A full-page advertisement also appeared in the campus newspaper listing the names of 245 students, faculty, and staff who condemned "intimidation tactics" of the investigation.

ALL-MALE PRINCETON EATING CLUB BACK IN COURT

◆ For more than 12 years, the issue of allowing all-male private eating clubs at Princeton University (NJ) as been in litigation. The original charge, filed in 1979 by Sally Frank, a Princeton graduate, charged that the Ivy Club and the Tiger Inn discriminated against women. State court rulings forced the two clubs to open their doors to women in 1990 and 1991.

The Ivy Club then sued to reopen a federal lawsuit which had been put on hold pending the results of the state action. The suit is against New Jersey state officials who, the club claims, violated its rights to freedom of association and privacy. Tiger Inn joined in the suit. In March 1992 the U.S. Supreme court let stand a decision by a federal appeals court that the lawsuit could proceed.

RESOURCES

STARTING A WOMEN'S STUDIES COLLECTION?

◆ With perhaps 30,000 courses in women's studies and approximately 600 programs where students can major, minor, or earn a certificate in women's studies, institutions have begun to collect resource materials about women.

Melba Jesudason, senior academic librarian at the University of Wisconsin-Madison, has written a practical article, "Building a Women's Studies Reading Area Collection: University of Wisconsin-Madison College Library Experience" to help institutions as they develop a separate collection. She reviews the literature; discusses development of both a special collection and a reading area collection; presents different models; discusses budget, personnel, the role of the women's studies librarian, types of materials, and file subject headings; and provides a list of useful tools to assist in maintaining the collection. The article should also be of interest both to women's centers with resource collections and to institutional libraries wanting to establish or maintain such a collection.

The article appeared in the Spring 1991 issue of *Reference Services Review*, 20(1), 81-93.

WOMEN IN SCIENCE: STILL A HARD ROW TO HOE

◆ *Science* magazine devoted part of its March 1992 issue to the status of women in science, providing approximately 19 pages of research, data, information, and insight. Neuroscience, mathematics, and chemistry are profiled; other articles deal with mentoring and subtle obstacles faced by women. A copy of the issue can be obtained for $6 from *Science*, 1333 H Street NW, Washington, DC 20003.

TITLE IX: TWENTY YEARS AFTER

◆ Although it focuses on women's athletics, the *Title IX Toolbox* will be of help to anyone concerned about Title IX, the law that prohibits sex discrimination in educational institutions. The booklet summarizes and explains Title IX, gives a historical overview, describes how the government investigates complaints, and provides strategies for evaluating programs and causing change. Newspaper clippings, useful materials from other sources, and additional resources are included in the more than 100-page book.

Order single copies for $12.95 plus $2.50 for shipping, from the National Association for Women and Girls in Sport, at the American Alliance for Health, Physical Education, Recreation and Dance, 1900 Association Drive, Reston, VA 22091-1599, 1-800-321-0789.

Title IX at Twenty describes progress and problems of women in athletics. It covers women in coaching, in athletic training, as officials, in athletic administration, and in sports media; it discusses opportunities for women of color and the power and limitations of Title IX. The 30-page feature was published in the March 1992 issue of the *Journal of Physical Education, Recreation and Dance*. Single copies are available as long as the supply lasts from the address above.

LOOKING AT THE CAMPUS THROUGH PHOTOGRAPHS

◆ Can photographs of a campus be useful in gaining an understanding of the campus climate for women? A short illustrated article suggests that pictures can indeed show how non-verbal aspects of a campus can communicate subtle–albeit powerful–messages about campus sexism. A four-page illustrated article, "Visual Anthropology: Viewing the Campus Ecology for Messages of Sexism," by James Banning in *The Campus Ecologist*, 1992, X(1), indicates how. For information, write *The Campus Ecologist Newsletter*, Box 9597, Fort Collins, CO 80525.

CORRECTION

In our first issue, we described a booklet prepared by the Women's Issues Commission of the Michigan Student Assembly which collected first-person accounts from men and women describing their experiences with faculty. We mentioned that students related incidents such as sexual innuendos, stereotypes, and backlash but omitted that incidents showing sensitivity were also included. The correct address to obtain copies is The Center for the Education of Women, University of Michigan, 330 East Liberty, Ann Arbor, MI 48104-2289.

Metropolitan State College of Denver

DEAN

SCHOOL OF LETTERS, ARTS AND SCIENCES

Metropolitan State College of Denver (MSCD) is accepting applications and nominations for the position of Dean of the School of Letters, Arts and Sciences.

Founded in 1963, MSCD is the largest four-year baccalaureate public institution in the United States. The College places a high value on teaching, learning, and personal interaction with students, and is committed to delivering quality undergraduate education, and to broadening both access and diversity. The faculty of MSCD are equally committed to service to the college and the surrounding community. The College is organized into three Schools: Business; Letters, Arts and Sciences; and Professional Studies. Located in downtown Denver, the College shares the 171-acre campus of the Auraria Higher Education Center with two other postsecondary institutions. A full and part-time faculty of 850 offer undergraduate degrees to a diverse and talented student body. Currently, MSCD provides educational opportunities to approximately 18,000 residents of the greater Denver metropolitan area.

The School of Letters, Arts and Sciences comprises sixteen academic Departments: Art, Biology, Chemistry, Earth and Atmospheric Sciences, English, History, Journalism, Mathematical Sciences, Modern Languages, Music, Philosophy, Physics, Political Science, Psychology, Sociology/Anthropology, and Speech Communication. Housed in the School are a number of Institutes and Centers: The Institute for Intercultural Studies and Services, the Institute for Women's Studies and Services, and MSCD's Center for the Visual Arts, an art gallery located in downtown Denver. The Colorado Alliance for Science, a statewide effort to encourage science and mathematics teaching and learning, is an integral part of the School. Recently, a Family Center has been developed and a Mathematics, Science and Environmental Education Center has been proposed.

The School of Letters, Arts and Sciences offers the bulk of the General Studies curriculum required for all degrees. The School's 180 full-time and 300 part-time faculty offer courses in 28 majors and 32 minors. Currently, over 4000 students major in programs in the School, and the School of Letters, Arts and Sciences is responsible for 62% of the College's total credit hour production. Students wishing to earn certification as teachers choose a Letters, Arts and Sciences major, and some programs in the School also offer internships and cooperative education opportunities.

Duties: Chief administrative officer of the School of Letters, Arts and Sciences, reporting to the Provost and Vice President for Academic Affairs. With the advice of the School's faculty and Chairs, the Dean is responsible for the future development of the curriculum; strategic planning and administrative oversight, including recruitment and appointment of faulty and staff; budget; external relations; and fund raising. The Dean will be expected to advance the quality of undergraduate programs in the School of Letters, Arts and Sciences, their relationships with other academic units, and their significance to the College's external environment. The Dean will also be responsible for establishing and maintaining appropriate ties among the School and the literary, scientific, and arts communities, and will be expected to provide visionary leadership in strengthening the role of the School and the College as contributors to the educational economic development of the region.

Qualifications: The successful candidate will be a strong leader, with excellent interpersonal skills, and demonstrated success in team building and academic planning. Accomplishments must include: 1) sufficient background to qualify for a tenured senior faculty appointment; 2) successful administrative experience with liberal arts and sciences programs; 3) established record of effective fund raising and 4) substantial experience building cooperative ventures with both the public and private sectors. The successful candidate must possess an earned doctorate in a discipline appropriate to the School of Letters, Arts and Sciences, and must also have demonstrated skill and effectiveness in working with culturally diverse populations and in recruiting and retaining students and faculty.

Rank and salary for this position will be based to credentials and experience. Appointment includes a generous fringe benefit package. Appointment is expected to begin August 1,1992, or as soon thereafter as possible. NOTE: Screening of applications with begin in mid-May 1992. Applications with be accepted until interviews begin.

Application Procedure: Send a letter of application relating the applicant's qualifications to duties and requirements of the position, a current Curriculum Vitae, and the names, addresses, and telephone numbers of at least five references to:

Dr. Jodi Wetzel
Professor of History and Director
Institute for Women's Studies and Services
Metropolitan State College of Denver
Campus Box 36
P.O. Box 173362
Denver, Colorado 80217-3362

Metropolitan State College of Denver is an equal opportunity employer. Applications from minorities and women are particularly invited.

THE CENTER FOR
**FAMILY
IN
SOCIETY**
A USC-Community Partnership
for Family Enhancement

POSITION ANNOUNCEMENT

Director, Center for Family in Society
The University of South Carolina

Opportunity to Lead Family-focused Interdisciplinary Research Center

The University of South Carolina Center for Family in Society is a university-community partnership to enhance family well being through the integration of research, education and service. The University seeks a recognized leader who will guide establishment of this interdisciplinary center and facilitate progress toward significant impact at the state, national and international levels.

Responsibilities of the position will include:

☐ development and promotion of interdisciplinary research, education and service activities that focus on promoting family strengths and preventing family problems;
☐ development and promotion of activities and structures that foster university-community collaboration on issues related to family functioning and policy development;
☐ funding and other resource development;
☐ management of center endowment;
☐ administration of the center.

The Director will report to the Provost in this full-time, 12-month position which may include a tenure track appointment in an academic unit.

Qualifications for this position include:

☐ academic credentials suitable for an appointment at the rank of full professor in a major university;
☐ a record of outstanding interdisciplinary scholarship in an area related to family studies;
☐ a record of extensive experience in working with a variety of public agencies;
☐ a commitment to extending new knowledge to the public and to the value of university-community collaborative relationships;
☐ a record of creative regional and/or national leadership.

Nominations and applications including a curriculum vitae with names and addresses of five references should be submitted to:

Center for Family in Society Search Committee
Office of the Provost
University of South Carolina
Columbia, SC 29208

Nominations will be accepted until a suitable candidate is found. Starting date for the appointment is January 1993, or as soon thereafter as possible.

The University of South Carolina-Columbia is the flagship institution of a nine campus, statewide, publicly-assisted university system. The institution has an enrollment of over 26,000 students, of whom more than a third are graduate students. Over 1200 full time faculty are employed at this comprehensive research university in 17 colleges and schools.

The University of South Carolina System provides affirmative action and equal opportunity in education and employment for all qualified persons regardless of race, color, religion, sex, national origin, age, disability, or veteran status.

Director
Indiana University
Center on Philanthropy

Indiana University-Purdue University at Indianapolis (IUPUI) seeks a Director for the IU Center on Philanthropy to replace current Director Robert Payton who plans to retire from administrative duties upon completion of a five-year term ending June 30, 1993.

The Center on Philanthropy is a comprehensive, academic, research and public service unit located within the IU School of Liberal Arts at IUPUI. The mission of the Center includes teaching, research, and public service, with special emphasis on the ethics and values of the philanthropic tradition and on practices of fund raising, giving, and voluntary service. The Director is the chief executive officer of the Center and is responsible for developing and implementing a broad range of interdisciplinary activities throughout the Indiana University system and in cooperation with other colleges, universities, professional organizations, and scholarly associations.

Candidates should have appropriate academic credentials and experience relevant to the intellectual work of the Center and administrative credentials and experience relevant to the development of the Center.

The committee will begin reviewing materials on September 1, 1992. Nominations and applications will be accepted until the position is filled.

Nominations and applications should be directed to:

**Dean Norman Lefstein
Search Committee for Director
of the IU Center on Philanthropy
IU School of Law—Indianapolis
735 West New York Street
Indianapolis, Indiana 46202-5194**

Indiana University is an equal opportunity employer and actively seeks applications from all qualified persons, whatever their sex, race, religion, national origin, age, or handicap.

CORNELL
UNIVERSITY

ASSISTANT/ASSOCIATE PROFESSOR
CORNELL UNIVERSITY
ITHACA, NEW YORK

A twelve-month tenure-track position in extension (50%) and research (50%) on postharvest physiology of fruits will be available April 1, 1993, in the Department of Fruit and Vegetable Science. The research program should address the needs of the New York fruit industry, including factors that influence fruit maturity, postharvest handling, storage technology, and shelf life of fruit. The person in this position is responsible for supervision and operation of storage research facilities at Ithaca. Cooperation with other faculty in developing multi-disciplinary research programs is expected. Extension duties include the development and conduct of harvest maturity management, postharvest handling, and storage technology components of the statewide fruit extension program. Appointee will work in cooperation with Extension faculty in various departments, Regional Fruit Specialists, Extension Agents, storage operators, and fruit marketers to achieve new technology transfer to the industry. Training of graduate students will be expected. There will be opportunity to present occasional lectures in undergraduate and graduate courses. Qualifications include a Ph.D. in Horticulture, Plant Physiology, or closely allied discipline, with extensive training in Postharvest Physiology; academic training in pomology is desirable. Submit a letter of application, resume, academic transcripts, and names and addresses of three references to: Dr. Warren C. Stiles, Department of Fruit and Vegetable Science, Cornell University, Ithaca, NY 14853-5908, telephone (607) 255-1779, FAX (607) 255-0599. The closing date for applications is November 2, 1992. Cornell University is an Equal Opportunity/Affirmative Action Employer. Minorities, women and the handicapped are encouraged to apply.

BEST COPY AVAILABLE

EAST STROUDSBURG UNIVERSITY

ANNOUNCES EMPLOYMENT VACANCY IN

PROFESSIONAL PHYSICAL EDUCATION

The Department of Professional Physical Education announces a one-year, full-time, temporary position in Pedagogy beginning in the fall of 1992, for which applications are invited. Teaching responsibilities in self-growth, analysis of teaching and learning behavior, supervision of student teachers, and elementary physical education. Experience in college and elementary physical education teaching required. Yoga instruction desirable. Master's degree in physical education required; doctorate in physical education or related fields preferred. Salary range: $29,905 - $34,619. Persons interested should forward a letter of application, transcripts, a resume, and three (3) current letters of recommendation by August 2, 1992, to: Professor Suzanne Mueller, Chair, Search Committee, Professional Physical Education Pedagogy, Zimbar Gym, East Stroudsburg University, East Stroudsburg, PA 18301.

ESU is an AA/EEO employer M/F/H/V.
A Pennsylvania State System of Higher Education University

Sacred Heart University

DIRECTOR
SECURITY AND PUBLIC SAFETY

A challenging position awaits the new director, as we add a full residential life program to this growing University. The Director will provide leadership and oversee the operations of the Security and Public Safety Department. Position responsibilities include: preparing and monitoring a budget, development of policies and programs, and close interaction with Residential Life Staff. The desired individual will possess a Bachelor's degree, have in-depth residential life experience and legal training in law enforcement. Working knowledge of local, state, and federal fire code regulations and superior interpersonal and communication skills are a must for this position. Qualified applicants may send a letter of application, two copies of a resume and references to:

Office of Human Resources
Sacred Heart University
5151 Park Avenue
Fairfield, CT 06432

Sacred Heart University is an Equal Opportunity, Affirmative Action Employer.

CALIFORNIA STATE POLYTECHNIC UNIVERSITY
POMONA

CAL POLY POMONA

ASSOCIATE DIRECTOR OF RESEARCH AND SPONSORED PROGRAMS

California State Polytechnic University invites applications and nominations for the position of Associate Director of Research and Sponsored Programs. The Research and Sponsored Programs Office assists faculty and staff in securing funding for research, scholarship, and creative activities, as well as securing training grants that provide enhanced educational experiences for students.

Minimum qualifications include: (1) a master's level degree, or equivalent; (2) substantial experience working in a university, foundation or similar setting; (3) ability to work with faculty from diverse disciplines; (4) excellent written and oral communications skills; (5) demonstrated knowledge of proposal development and evaluation; (6) experience in the administration of funded projects; (7) ability to be responsive to the educational equity goals of the University and its increasingly diverse and international character.

Cal Poly Pomona is one of 20 campuses in the California State University system and is located approximately 35 miles east of metropolitan Los Angeles. Almost 20,000 ethnically and culturally diverse students are enrolled in 74 degree programs with approximately 1,200 full-time and part-time faculty. The University is committed to diversity and has made educational equity for students and faculty one of its highest priorities.

Applicants are requested to send: (1) a letter of interest in the position; (2) curriculum vitae; (3) a completed University application; (4) names, titles, addresses, and telephone numbers of four colleagues who can provide a current assessment of the candidate's professional experience, accomplishments, and promise.

Position is available immediately. Deadlines for receipt of completed application packet is **August 1, 1992.** Salary range is $31,824 to $67,884, depending on experience and qualifications. Applications from women and individuals who will enhance multicultural and ethnic diversity at the University are particularly encouraged.

For application and additional information, contact:
Dr. Felix R. Barreto, Chair
Search Committee for the Associate Director of Research and Sponsored Programs
c/o Research & Sponsored Programs Office, Building 55
California State Polytechnic University
3801 West Temple Avenue
Pomona, CA 91768

ETCETERA

Education is the Key to Recognizing, Avoiding and Handling Sexual Harassment on Campus!

National media attention and recent court decisions highlight the importance of providing a proper educational program for faculty, administrators, and students.

To address sexual harassment administrators must:

- Raise campus awareness.
- Identify actions which may constitute sexual harassment.
- Outline responsibilities for preventing sexual harassment.
- Explain procedures for dealing with harassment.
- Provide information on institutional and departmental policy and practices.
- Develop and communicate a grievance procedure.

CUPA has developed a videotape specifically focused on the issue of sexual harassment in higher education. This video can provide the basis for educational programming throughout your institution without having to adapt materials intended for use in industry. The situations occur on campus and represent both employer/employee and faculty/student encounters.

Order now and receive a free copy of *Sexual Harassment Issues and Answers* (the book)

Please send me:

_______ copies of CUPA's *Sexual Harassment Videotape*, 20 min. ($125)

Name ____________________
Institution/Company ____________________
Address ____________________
City, State, Zip ____________________ **Phone** ____________________

All orders must be prepaid. We accept Visa and Mastercard.

Clip and mail to: CUPA, 1233 20th St., NW, Suite 503, Washington, DC 20036
Phone: 202-429-0311, ext. 23 FAX: 202-429-0149

• YALE •
JOURNAL OF

LAW AND
FEMINISM

BRIDGE THE GAP BETWEEN THEORY AND PRACTICE, LAW AND POLICY
WE INVITE SUBSCRIPTIONS AND A VARIETY OF SUBMISSIONS

One-year subscription (two issues)
Individual $16 • Students $12 (i.d. req.)
Institution $28 • Overseas add $10

YALE JOURNAL OF LAW AND FEMINISM
401A Yale Station, New Haven, Connecticut 06520

WOMEN'S INTERNATIONAL NETWORK NEWS

**REPORTS ON
WOMEN'S DEVELOPMENT
WORLD WIDE**

**187 GRANT STREET, LEXINGTON MA 02173
SAMPLE FREE/$1.00 POSTAGE**

HOW TO ADVERTISE IN JOB LINE AND ETCETERA

It's easy—and cost-effective—to advertise in the *About Women on Campus* Job Line and EtCetera.

For more information or to reserve ad space, call 202-659-9330 (Fax 202-457-0946) or write *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

RECONCILING GENDER ISSUES IN HIGHER EDUCATION

OCTOBER 5 & 6, 1992

Gender Issues:

How do they affect your organization?

• Leadership Styles
• Understanding & Using Power • Learning Styles
• Sexual Harassment • Gender & Diversity

Feature Presentation by

Donna Shavlik

Director, Office of Women in Higher Education, American Council on Education Workshops

A Conference for Men & Women

Sponsored by

The University of Vermont
& The National Association for Women in Education

Presenters

Steve Bergman, M.D.,
Stone Center, Wellesley College

Lynne Bond,
Dean, Graduate College, The University of Vermont

Beverly Ledbetter,
VP & General Counsel, Brown University

Joan DeGuire North,
Dean, College of Professional Studies at the University of Wisconsin

Janet Surrey Ph.D.,
Stone Center, Wellesley College

Contact

UVM Division of Continuing Education, Burlington, Vermont at 800-639-3188 for more information

---

The National Association for Women in Education *is an independent nonprofit professional organization dedicated to the education and personal and professional development of women and girls. An important force in American education for more than 75 years, the association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education. Association services include an annual conference, an award-winning journal, member newsletters, symposia, a national conference for women college student leaders, this newsletter, and numerous advocacy and outreach activities.*

☐ **YES** *I am concerned about women on campus and want to enter my subscription to* About Women on Campus.

Special introductory subscription rates:

Individual	1 year (four issues)	$20	**Institution**	1 year (four issues)	$28
	2 years (eight issues)	$35		2 years (eight issues)	$50

Foreign subscriptions: Please add $7.00 per subscription to cover additional postage.

Discounts are available for bulk subscriptions mailed to a single institutional address. Call 202-659-9330 (FAX 202-457-0946) for details.

Name ______________________________

Title ______________________________

Institution ______________________________

Address ______________________________

City/State/Zip ______________________________

Send subscription form and check or institutional purchase order made payable to NAWE to:
***About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511**

☐ **AND** *I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations.*

Send information about membership to the address I have provided above.

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511

Second Class Postage
Paid at Washington DC

HE

ABOUT WOMEN ON CAMPUS

VOLUME 1 NUMBER 4 FALL 1992

FROM AROUND THE CAMPUS

THE FREE SPEECH DEBATE: IMPACT OF THE SUPREME COURT'S DECISION

◆ In June 1992, the U.S. Supreme Court ruled that some hate crimes are free speech protected by the First Amendment of the Constitution. The Court overturned a St. Paul (MN) ordinance making it a crime to engage in speech or behavior likely to arouse "anger or alarm" on the basis of "race, color, creed, religion or gender." The case involved a white teenager who had burned a cross on the lawn of a black family's home.

Although it is not clear that all campus speech codes will automatically fail to pass Constitutional muster, at the very least, the ruling casts doubt on the constitutionality of such codes in public institutions which must follow constitutional standards. Private institutions are generally not required to follow constitutional standards. About 100 colleges and universities are estimated to have such codes.

Even if codes cannot be crafted in such a way as to be valid under the new ruling, schools are *not* prohibited from dealing with offensive speech and behaviors in other ways, such as the following.

Other rules, such as prohibitions against vandalism, trespassing, littering, threatening behavior, intimidation, harassment, and the like can still be invoked. School regulations prohibiting these types of behaviors, as well as federal and state laws prohibiting discrimination, are not affected by the Court's decision.

CONTENTS

From Around the Campus	1
Working in Academe	4
Sexual Harassment	6
Rape and Sexual Assault	7
Reports about Women on Campus	9
Funding Sources	10
Women in Athletics	11

In some instances when free speech issues arise, institutions may be hesitant about invoking formal sanctions. Unfortunately, such silence can be misinterpreted as condoning the behavior. Nevertheless, there is much that institutions can do to help educate the community:

- Take a public stand against the behavior. Institutions might consider using "shame" as a deliberate strategy. Two examples follow:

A "Take Back the Night March" in 1987 at Princeton University (NJ) organized by the Women's Center was disrupted by male students who shouted obscenities and harassed marchers. Such disruptions are not uncommon. What was unusual at Princeton was that the administration issued a strong statement condemning the behavior of the harassers almost immediately and disciplinary actions were taken against several undergraduates. The march was rescheduled and drew more than a thousand participants, including administrators, faculty members, and large numbers of male students. By shaming the offenders, the administration showed support for those who organized the march and helped educate the Princeton community.

At another campus, when a fraternity asked for permission to show "Deep Throat" as a fundraiser, the dean of students felt he could not prohibit them from doing so because of free speech issues. But when he gave them permission, he told them of his disapproval and that he planned to write an open letter to the student newspaper condemning their action. His letter sparked many discussions on campus and supported those who felt demeaned by the showing of the film.

- Create a positive atmosphere with policies and expectations about civility, respect, and human dignity.
- Develop programs to increase awareness and responsibility about these issues.

Over 70 recommendations are described in "Peer Harassment: Hassles for Women on Campus," available from the Center for Women Policy Studies, 2000 P Street, NW, Suite 508, Washington, DC 20036 ($7.50).

WOMEN PLAN PROTEST; JUSTICE THOMAS CANCELS

◆ US Supreme Court Justice Clarence Thomas canceled his appearance at Seton Hall University School of Law after learning that the Women's Law Forum planned to protest his presence. Thomas had agreed to serve as a judge in the moot court competition prior to his nomination to the Supreme Court. When the school informed him about the protest, Thomas decided not to come.

ABOUT WOMEN ON CAMPUS

Women's Issues Project
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant
Editor: Bernice Resnick Sandler
Business Manager: Patricia Rueckel

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $65 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511

Volume 1, Number 4, Fall 1992

© 1992 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual preference, or disability in any of its policies, procedures, programs, or practices.

NIGHTTIME RIDES FOR WOMEN ONLY RULED BIASED

◆ For nineteen years, the University of Wisconsin supported the Women's Transit Authority, which provided free transportation to women around Madison and the campus. Although men were permitted to volunteer for fund raising, they were not allowed to drive or ride in the vehicles. Services were open to all women, including students. UW supplied about $70,000 (about 40 percent of the funds) and three vehicles.

Support for the service ended on June 30, 1992, because the university's insurance covers only student organizations, and the service, which began as a student group, is now a community organization. To regain student status, the service would have to provide rides for men as well as women. Otherwise it would violate Title IX, the federal antidiscrimination law.

The university began its own free nighttime service, Campus SAFE Ride, on July 1, available for men and women.

WABASH TO STAY ALL-MALE

◆ Wabash College (IN) has decided to remain a single-sex institution. The trustees voted unanimously against the admission of women, stating that Wabash remains a place where "tradition is more highly valued than trends."

Wabash is one of only three all-male liberal arts colleges in the country, the other two being

Hampton-Sydney College (VA) and Morehouse College (GA).

WOMEN VETS SUE FOR ADMISSION TO THE CITADEL

◆ Three female veterans filed a class-action suit against the Citadel (SC), asking that they be admitted to the day program for veterans. The Citadel is an all-male state-supported military college.

Male veterans are allowed to attend regular day classes with cadets but do not live in the barracks or participate in the military routine. The program offers degrees in 17 majors. Women, who may attend summer and evening classes, can obtain degrees in only three majors. The women are asking for admission only to the veteran's program, which is limited to males. A trial date has been set for November 1992.

The only other state-supported military college is Virginia Military Institute, whose all-male admissions policy was upheld by a federal judge in June 1991. The Fourth Circuit Court heard arguments on an appeal in April 1992.

MATH DEPARTMENT DOES NUMBER ON WOMEN: COMPUTER PORN

◆ More than 100 sexually explicit and pornographic materials were found in four subdirectories in the computers of the mathematics department at the University of Florida. The pictures showed women in poses, such as showing their genitals and performing oral sex.

Samuel Trickey, Chair of UF's Council on Information Technologies and Services, distributed a statement to all UF deans, directors, and department chairs, explaining why the university was banning the materials. The statement noted existing rules and laws that prohibit the use of state resources for private purposes, state laws covering computer crimes, prohibition of sexual harassment in the workplace, and the acceptable-use standards for networks.

Although the images were deleted, similar images can still be decoded and retrieved on campus computers using Internet, a global network used on many campuses. Internet carries other networks, including Usenet, which lists more than 1,500 "newsgroups" that include a wide range of subjects such as job listings and artificial intelligence. They also include groups which discuss bestiality and provide sexually explicit heterosexual and homosexual images of men and women.

Florida state officials have adopted some safeguards for high schools by using Netmask, a computer filter, to lock out specified access.

Computer pornography can be found on many campuses; users enter and retrieve sexually demeaning jokes, stories, comments, and images.

WARMING UP THE CHILLY CLIMATE

◆ Mathematicians concerned about the different experiences of women students and faculty have prepared a "Skit Kit of Micro-inequities Experienced by Women in Mathematics," which dramatizes subtle and not-so-subtle behaviors women face daily. The skits can be performed as readers' theater and require little preparation; they are described as provoking laughter which empowers women to cope and men to learn. Suggestions for preparing discussion groups, a guide for leading a discussion about inequities, a workshop outline, and a facilitator's guide are included. Two fifteen-statement "tests," one for each gender, are also included as guides for discussion. A brief list of organizations concerned about women in mathematics and a short bibliography complete the 26-page "Skit Kit."

The skits can easily be adapted for other fields and settings and should prove useful for those planning workshops to make people more aware of how men and women are treated differently.

The guide was prepared by and is available for $4.00 from the Committee on Participation of Women, Mathematical Association of America, 1529 18th Street, NW, Washington, DC 20036.

HARVARD LAW SCHOOL: FINALLY DOING SOMETHING RIGHT

◆ The Law School at Harvard University has established a fellowship to "enhance diversity in legal teaching." The Charles Hamilton Houston Fellowship will cover tuition and award a stipend of at least $25,000 per year.

The law school has faced criticism, first for not having any tenured women of color on its faculty and then for a parody by the *Harvard Law Review* of the work of slain feminist legal scholar Mary Jo Frug. The administration took no action against the authors of the parody, noting that there are no rules concerning the content of the publication. The parody, which was laced with sexual innuendos, was presented on the first anniversary of Frug's murder.

The law school has 64 faculty members, 53 of whom are white men. There are six black men and five white women.

GEORGETOWN UNIVERSITY BANS PRO-CHOICE STUDENT GROUP

◆ Georgetown University (DC), the country's oldest Roman Catholic university, has withdrawn recognition of a student pro-choice group. The university had agreed to support the group the previous year, considering it to be a discussion group. Recognition, which included $150 a year and meeting space, was widely criticized. Fifteen hundred alumni filed a petition to strip the university of its Catholic status because of its recognition of the pro-choice group. The petition is considered moot in light of the new decision.

University officials terminated the group's recognition, claiming it had violated its agreement not to participate in "advocacy or action on behalf of abortion." Leaders of the group planned to form a new abortion rights group that would distribute information about abortion clinics and lobby Congress. It will have to raise its own money but will be able to meet on campus in public spaces such as the cafeteria or student lounges.

MODEL MENTORING PROGRAM

◆ The University of Washington Women in Engineering Initiative (WIE) sponsors a mentoring program for women engineering students. Students are matched with a professional engineer for one academic year. For participants, the program requires a commitment of only two or three hours per month. Students can request either a female or male mentor. Several WIE-sponsored events during the year provide opportunities for mentors and students to meet.

All women engineering students, pre-engineering through graduate, are invited to participate. For further information on how the program works, contact Marcy Stover at WIE, 101 Wilson Annex, FC-08, University of Washington, Seattle, WA 98195.

EATING CLUBS AT PRINCETON FINALLY AGREE TO LET WOMEN IN

◆ After 13 years of legal battles, the last two all-male eating clubs at Princeton University (NJ), Tiger Inn and the Ivy Club, agreed to drop their latest legal proceedings and follow the state ruling which ordered them to admit women.

The original charge was filed by Sally Frank, who was then a student. Tiger Inn and the Ivy Club also agreed to pay part of Frank's legal fees.

WORKING IN ACADEME

STILL: WOMEN EARN LESS

◆ The 1992 annual survey by the American Association of University Professors (AAUP) shows once more that average salaries for men continue to be higher than those for women. For example, the average salary of male full professors is $59,180, while the average salary for female professors is $52,380.

The survey compared the average salaries of men and women at each rank in public, private, and church-related schools at doctoral level, comprehensive, general baccalaureate, and two-year institutions. With the exception of female professors and associate professors in two-year church-related institutions, who on average earned respectively $530 and $930 more than their male counterparts, men earned more than women at every rank and at every type of institution. For further information, contact AAUP, 1012 Fourteenth Street, NW, Suite 500, Washington, DC 20005.

A similar study of doctoral scientists and engineers by the National Research Council and the National Science Foundation found that in every field, women are paid less than men, regardless of field or years of experience. Similar gaps have been found in comparable studies dating back to 1973.

The largest gap was in environmental science, where women earned 78 percent of what men earned. Women with 30 to 34 years of experience came the closest to men: they earned 90.4 percent of men's salaries.

The data come from "Characteristics of Doctoral Scientists and Engineers in the United States, 1989," NSF 91-317, available from the Division of Science Resources, National Science Foundation, Washington, DC 20550.

NUMBER OF WOMEN COLLEGE PRESIDENTS AT A RECORD HIGH

◆ Approximately 12 per cent of presidents of accredited colleges are women. In April 1992, 348 women were presidents of colleges, compared to 148 in 1975, when the American Council on Education (ACE) first began collecting data.

Fourteen percent are women of color: 26 Black, 17 Hispanic, five Native American, and two Asian American. Female presidents are reaching a critical mass in some states: New York has 39; California, 37; Massachusetts, 26; Pennsylvania, 25; and Illinois, 15.

For further information, contact the Office of Women in Higher Education, ACE, One Dupont Circle, NW, Washington, DC 20036.

WOMEN COLLEGE PRESIDENTS JOIN PROTEST AGAINST CUTS

◆ Fourteen women who are presidents of Massachusetts institutions met with Governor William F. Weld when changes in the MassJobs Program regulations threatened to cut benefits to women on welfare who want to earn college degrees. The changes would also eliminate child care and transportation for more than 6,000 women.

NATIONAL ACADEMY OF SCIENCES: ONLY A HANDFUL OF WOMEN

◆ Although close to 30 percent of scientists are women, the National Academy of Sciences has trouble finding them. Only 67 of its 1,566 members are women. In 1991, only five of the 60 appointments to this prestigious body were women. In the latest round of appointments, in 1992, only five of the 59 appointments (just over 7%) were women. Of the 25 scientists who head committees that gather information about potential candidates, only one is a woman.

WOMAN SUES GEORGETOWN FOR BIAS IN TENURE DECISIONS

◆ A former professor is suing Georgetown University (DC) for $8 million, stating that tenure decisions were biased against women in non-western subjects. Helen Chauncey, a former assistant professor of history specializing in studies of China and Vietnam, had the support of her department but not of the university committee or the president.

Matthew M. Gardner, director of Asian Studies and a Chauncey supporter, resigned and stated in a letter to the president that during the last ten years, women who studied non-Western subjects were less likely to receive tenure than other Georgetown scholars.

In contrast, 40 percent of other tenure track women at the University received tenure, compared to 34 percent of the men.

WHAT HAPPENS TO WOMEN WHO ACT AS ADVOCATES FOR WOMEN?

GOOD THINGS AND BAD THINGS

◆ A study of over 100 women who had invested time and energy either formally or informally in working to improve the quality of life for women on campus reports that 95 percent felt that there were risks associated with doing so. Eighty-six percent said there had been negative consequences for themselves: 51 percent said they had been perceived as "bitchy;" 46

percent were the target of gossip; and 31 percent felt that they did not have time for scholarly work. Seventeen percent reported they had been given poor work assignments and seven percent reported they had been denied a promotion.

Positive and empowering psychological reactions were reported by most of the sample. Seventy percent felt a sense of accomplishment and nearly as many experienced increased self-confidence. More than half reported praise from colleagues and students. Only eight percent felt there were no benefits.

These and other findings are reported by Lynne Carroll, Kathryn L. Ellis, and Sally Ann McCrea in "Benefits, Risks, and Reactions: The Experiences of University Professional Women as Advocates," in *Initiatives*, Journal of the National Association for Women in Education (NAWE), 54,(1), Spring 1991. Single copies of the journal are available for $13.00 from NAWE, Suite 210, 1325 18th Street, NW, Washington, DC 20036-6511.

DEATH THREATS AIMED AT FEMINISTS

◆ A female administrator and several female and male faculty members at the University of Minnesota at Duluth have received death threats. Sandra Featherman, then a candidate and now vice-chancellor for academic administration, received the first, which warned "Feminist bitch, don't come to Minnesota." Featherman had mentioned the importance of women in the curriculum in a presentation as part of the search process.

When workshops aimed at improving the campus climate were scheduled, leaflets threatened a female professor and members of her department, stating that the Imperial Council of the Deer Hunter would kill any faculty member who attended the required workshop. Threats to kill spouses, children, and pets were also included, as well as encouragement to assassinate a female professor who had criticized the institution's treatment of women.

The workshop was subsequently made voluntary, and the university has publicly condemned the threats.

At Miami University (OH) a female student was threatened with rape and death by a man, thought to be a student, who said he was angered by a display of more than 250 posters dealing with sexual harassment. The posters were part of an effort to raise campus awareness about sexual harassment.

SEXUAL HARASSMENT

FLORIDA GRADUATE STUDENT GOES PUBLIC WITH SEXUAL HARASSMENT COMPLAINT

◆ A University of Florida graduate student in pharmacy has notified the state that she intends to file suit against the university and a pharmacy research professor. The student claimed that there were numerous incidents of "unwelcome and non-consensual touching and the intentional infliction of emotional distress."

Sarah L. Freyer accused Hartmut Derendorf of sexual harassment and said she dropped out of the program as a result of his actions. She claimed the university had not responded to the charges she lodged with the dean of the College of Pharmacy in January of 1992. Freyer is an honors student with several scholarships and awards.

$675,000 AWARDED IN VERBAL HARASSMENT CASE

◆ A federal jury awarded $675,000 in compensatory and punitive damages to a Loudoun County, VA employee after finding that she was a victim of sexual harassment by her boss. Among other insults, he had called her "a stupid woman" in front of coworkers and berated her for being "weak like a woman." Although the case did not involve a university, it indicates that at least some courts are taking the issue of sexual harassment very seriously. The award was one of the largest of its kind.

ACE ISSUES BOOKLET ON HARASSMENT

◆ The American Council on Education (ACE) has issued a short booklet summarizing what institutions need to do to deal adequately with sexual harassment. "Sexual Harassment on Campus: A Policy and Program of Deterrence" explains why it is important to have a program on harassment and offers definitions of sexual harassment, information about grievance procedures, and guidelines for a campus program. Also included in the 20-page booklet is a short list of resource persons and materials. Copies cost $10 from Publications Department SH, ACE, One Dupont Circle, NW, Washington, DC 20036.

RAPE AND SEXUAL ASSAULT

MEN RAISE MONEY FOR WOMEN

◆ Phi Kappa Psi, a fraternity at the University of California at Santa Barbara (UCSB), used its basketball tournament as a way to raise funds for the UCSB Rape Prevention Program at the Women's Center. The fraternity also sponsored a benefit concert for the Santa Barbara Rape Crisis Center.

The University of Nebraska gave $34,832, raised at its annual spring football game, to a woman who had been beaten by members of the football team.

HARVARD MEN FORM GROUP TO END VIOLENCE AGAINST WOMEN

◆ Harvard Anti-Sexist Men (HASM) is a new group of graduate and undergraduate men focusing on men's responsibility to advocate sexual equality, redefine masculinity, and end male violence against women.

The group, the first of its kind at Harvard, organized a speakout, participated in other programs, and also distributed leaflets commemorating the anniversary of the murder of women at the University of Montreal by a man who said that "feminists" had "ruined" his life.

RAPE STATS: CONFLICTING DATA

◆ The number of rapes and attempted rapes increased an estimated 59 percent in 1990, according to the Justice Department's annual National Crime Survey, to an estimated 207,600 rapes from the 130,000 estimated for the previous year. The data are based on a survey of 95,000 people.

Rape rates increased by 13 percent, according to FBI statistics based on crimes reported to the police.

At least 680,000 adult women were raped during 1990, according to the National Women's Study, funded by the National Institute on Drug Abuse (U.S. Department of Health and Human Services). The study was based on interviews with more than 4,000 women and does not include rapes of children or adolescents or rapes of boys or men. Other data from

SOME THOUGHTS ABOUT BLAMING WOMEN FOR BEING RAPED

Often, when a woman has been raped, she is blamed for contributing to the rape. Comments such as "She shouldn't have gone to the party," "She shouldn't have worn those clothes," or "She should have known better than to drink so much," are not uncommon.

Essentially, blaming a rape victim misapplies the notion of contributory negligence, which assigns blame to a victim when her or his negligent behavior (defined as careless but unintentional conduct) has contributed to the *unintentional* infliction of harm on the victim. For example, if someone crosses a street against a red light, the action relieves an inattentive driver of at least some of the blame for hitting the victim. But contributory negligence does not relieve a driver who *deliberately* swerves into a person who is crossing against the light.

Rape is a deliberate act; the victim's behavior cannot be considered as negligence on her part because the harm done her was not unintentional.

—Bernice R. Sandler, editor, with thanks to George Barbatsuly as quoted in the Washington Post Magazine, *April 26, 1992.*

this study:

- One out of every eight women (at least 12.1 million) has been raped.
- Only 22 percent of the women were raped by a stranger; the rest knew their attackers.
- Only 16 percent of the rapes were reported.
- 61 percent were raped when they were 17 or younger.

Some of the differences are due to different definitions and sampling methods. The three studies, however, confirm that rape remains widespread.

THE CLOTHESLINE PROJECT: HANGING OUT RAPE'S DIRTY LAUNDRY

◆ It looks like "just" a line of clothing strung together. What makes it different is that every item on the clothesline represents a different act of violence: murder, rape, abuse, and incest. Each shirt has a message such as "I have survived" or "Peace Begins at Home--Women Against Domestic Violence."

The Clothesline Project was conceived as a traveling tribute to victims of violence and to heighten awareness about violence against women. Begun in 1990 by the Cape Cod Women's Agenda, the Clothesline Project hopes to hang a gigantic clothesline around the mall in Washington, DC, in the summer of 1993.

For information about a clothesline on your campus, write the Cape Cod Women's Agenda, P.O. Box 822, Brewster, MA 02631.

FIVE-YEAR JAIL SENTENCE FOR COLLEGE RAPE

◆ A former University of Southern Maine student was sentenced to five years in jail for raping another student at a fraternity party. Jon Steen attended a Tau Epsilon fraternity party, where he followed a woman into a second floor bathroom and raped her. The bathroom did not have a working lock. Steen, who was then a student but not a member of the fraternity, testified that the woman had consented to have sex with him. Fifteen witnesses, including several fraternity members, testified that the woman did not act seductively toward Steen. Members also testified that the woman was crying hysterically when she came out of the bathroom, had blood on her clothing, and looked as if she had been beaten.

In April 1992, Steen was sentenced to five years in prison.

WHY WOMEN DON'T WANT TO FILE CHARGES: COURT SAYS SAYING "NO" IS NOT ENOUGH

◆ A Pennsylvania State appellate court ruled that the fact that a woman said "no" was not enough to prove that she had been raped, and vacated the rape conviction of a man who had been found guilty of raping a 19-year-old woman in his dormitory room at East Stroudsburg University (PA).

The Court said that although the woman said "no" to Robert A. Berkowitz several times, there was no evidence that she was prevented from leaving the room. The judge ordered a new trial on a lesser charge of indecent assault.

OK TO TOUCH A WOMAN'S BREAST IN ARKANSAS

◆ A judge in Arkansas dismissed a case in which a 16-year old high school student had charged sexual abuse against her teacher and coach, John Latting. The judge ruled that touching a woman's breasts without permission is not a crime if no force or threats are used.

VIDEO RESOURCES FOR RAPE AWARENESS PROGRAMS

◆ Many schools find that videos are useful in rape awareness programs as a way of encouraging students to think about and discuss acquaintance rape. The following may be helpful.

Fraternity Men on Date Rape: A Candid Conversation is a 22-minute video exploring the thoughts, feelings, and perceptions of six fraternity members and two sorority members. The discussion focuses on male-female relationships, use of alcohol, and date rape and includes three chapter presidents sharing their thoughts on how Greek leaders should address this issue. An accompanying brochure lists 23 questions for discussion and 12 suggestions for Greek action. Useful for both fraternity and sorority members.

For further information, contact the National Interfraternity

Conference, Inc., 3901 West 86th Street, Suite 390, Indianapolis, IN 46268-1791.

Dating Rites: Gang Rape on Campus may be the first video to explore the less frequently addressed phenomenon of gang rape. An eight-minute dramatization followed by discussion explores why gang rapes happen, why they are increasing, the impact of alcohol, and how male and female students can defuse potentially dangerous situations. A convicted rapist and a gang rape victim also tell their stories.

Originally shown on public television in Pennsylvania, the half-hour video costs $295, or $55 for rental, and is available from Allison Stone, WVIA-TV, Old Boston Road, Pitson, PA 18640 and the Filmakers Library, Inc., 120 East 40th Street, New York, NY 10016.

Athletes for Sexual Responsibility: Rape Awareness uses student athletes as role models and actors portraying characters in damaging or potentially harmful situations of sexual violence. Male and female student athletes talk about rape, and three vignettes portray a date rape, a gang rape, and how students respond to a rape survivor. The vignettes can be used separately or together.

The 26-minute video is an outgrowth of a peer education program which trains athletes to present educational workshops about sexual violence at the University of Maine. Copies of the video, which cost $80, are available from Athletes for Sexual Responsibility, 141 Memorial Gymnasium, University of Maine, Orono, ME 04469. For information about the program, contact Sandra Caron, Assistant Professor of Family Relations at the University of Maine.

Date Rape Prevention: A Videotape for 18-24-Year-Olds contains four open-ended episodes designed to trigger discussion about date rape prevention. Although only one of the vignettes deals directly with a college student, the other three are also appropriate for college use. A 30-page instructor's manual provides background information, program design, and specific material to be used in rape prevention programs, including discussion of decision making concerning sexuality, misconceptions surrounding dating and sexual activity, identifying possibly dangerous situations, and trusting and acting on one's own feelings.

Produced by and available from the Planned Parenthood Association of Cincinnati, Inc., 2314 Auburn Avenue, Cincinnati, OH 45219 for $150 (includes instructor's manual). A $10 fee for previewing the tape can be applied to future purchase.

Aftereffects: The Pain of Date Rape dramatizes a date rape, the different perceptions of both participants, the mixed reactions of their friends, and the aftermath of pain, confusion, and anger felt by the victim. The video covers the importance of peer support and support services for survivors and includes a discussion of acquaintance rape with an expert. The 34-minute video, accompanied by a short discussion guide, costs $95 from the Dept. of Public Safety, University Law Enforcement Division, SUNY-Binghamton, P.O. Box 6000, Binghamton, NY 13902-6000

Campus Rape is a 20-minute video with actors Susan Dey and Corbin Bernsen from the TV series "LA Law." The film dramatizes campus rape and includes information about the role of alcohol, the impact of rape, and prevention. The accompanying discussion guide includes advice on presenting the film and handling questions and discussion afterward.

Available for $50 from the Rape Treatment Center, Santa Monica Hospital Medical Center, 1250 16th Street, Santa Monica, CA 90404.

REPORTS ABOUT WOMEN ON CAMPUS

TEXAS LOOKS AT WOMEN

◆ As a result of lobbying by the Texas Faculty Association in 1991, the Texas legislature, with women legislators as sponsors, passed a resolution on the status of women in higher education in Texas. The resolution called for a

Council on the Status of Women in Higher Education in Texas to be formed by the Texas Higher Education Coordinating Board (similar to other state boards of higher education).

The council has completed its report, "Parity 2000: Achieving Equity for Women in Higher Education," which examines the status of women faculty, administrators, and staff and makes recommendations. A permanent council and a clearinghouse to share information on issues related to improving the status of women have been formed at the Texas Higher Education Coordinating Board.

Single copies of the report are available as long as the supply lasts. Write Texas Higher Education Coordinating Board, Public Information Office, P.O. Box 12788, Austin, TX 78711.

REPORT DOCUMENTS STATUS OF WOMEN AT MICHIGAN

◆ The University of Michigan released a statistical report examining the status of women students, faculty, and staff. The report was requested by the president. Among its findings:

- Women receive 49 percent of bachelor's degrees and 34 percent of the doctorates, but only 18 percent of the tenured and tenure-track faculty and eight percent of the executive administration are women.
- Women of color represent 25.5 percent of service/maintenance workers but only 4.9 percent of the professional and administrative ranks and only two percent of the faculty.
- Although the proportion of women receiving doctorates has increased markedly since 1973, the percent of women faculty has changed little over that time.
- The ratio of male students to male faculty is 8:1; the ratio of women students to women faculty is 22:1. For African American women the ratio is 32:1, as compared to 12:1 for African American men.

For more information, write Office of the President, University of Michigan, Ann Arbor, MI 48109.

UNIVERSITY OF VIRGINIA SCHOOL DESCRIBED AS HOSTILE TO WOMEN

◆ An outside committee has labeled as hostile the climate for women faculty at the Darden Graduate School of Business at the University of Virginia. The committee noted that "Women at various levels in the Darden School recount convincing (and continuing) episodes of behavior that can only be viewed as hostile and unacceptable."

Although the five-page report contained no examples, the *Washington Post* reported that women told of being greeted in hallways with sexually suggestive comments. The report also criticized the handling of allegations of sexual harassment.

The school has agreed to establish a committee on women's concerns to identify successful practices at other institutions and recommend how they could be instituted at Darden. Copies of the report can be obtained from the Darden School, University of Virginia, Charlottesville, VA 22906-9018.

FUNDING SOURCES

LOOKING FOR $$$$$$$$? IT'S NOT EASY

◆ Less than five percent of 1990 foundation grants went to fund women's and girls' programs. Although the dollar amount for women increased five fold between 1981 and 1990, the proportion of grants increased from 2.9 in 1981 to only 4.1 percent in 1990. For more information, see "Getting it Done: From Commitment to Action on Funding for Women and Girls," available for $20 from Women and Foundations/Corporate Philanthropy, 322 Eighth Ave., Room 702, New York, NY 10010.

A similar report from the Fund for a Feminist Majority notes that of the one dollar in twenty that foundations target to women and girls, only four cents is given specifically for programs dealing with women of color. The report lists strategies for change and costs $15. Contact the Feminist Majority Foundation, 1600 Wilson Blvd., Suite 704, Arlington, VA 22209.

But here is some help: "Finding Funding: Grant Getting Tips for Women" is an excellent article which gives helpful advice useful for novices and experienced grant seekers. Funding for programs, institutions and individuals is covered, as well as a short list of organizations, books, pamphlets, and periodicals. The 8-page article by Phyllis Holman Weisbard appeared in the Winter 1992 issue of *Feminist Collections*. Single copies are available for $2.75 from the Women's Studies Librarian, University of Wisconsin System, 430 Memorial Library, 728 State Street, Madison, WI 53706.

WOMEN IN ATHLETICS

WOMEN USING TITLE IX TO FIGHT ATHLETIC INEQUITIES

◆ When budgets are tight, cutbacks in athletic programs may have a greater impact on women's athletic participation than men's. In addition, women are more aware than ever of the inequities they face, especially in the realm of athletics. The Office for Civil Rights of the Department of Education has also said that it will give more priority to discrimination in athletic programs. Women have been fighting back against athletic inequities:

- The defunct gymnastic team at the University of New Mexico is suing the university, claiming that athletic competition for women is not on a par with that of men.
- Faced with a lawsuit, the University of New Hampshire backed off on its plans to drop women's tennis.
- Nine gymnasts at Brown University (RI) filed suit under Title IX of the Education Amendments which prohibits sex discrimination in educational institutions. Brown had dropped the sport.
- The University of Oklahoma and the College of William and Mary (VA) also restored women's teams after team members claimed that the cuts violated Title IX.
- The women's volleyball team at California State University at Fullerton won a temporary restraining order to stop the school from eliminating the team. Subsequently, volleyball was restored as part of a settlement, and a long-range gender equity program has been inititated.
- At Bowdoin College (ME) members and former members of the women's ice hockey team have filed with the Office for Civil Rights, claiming that the school favors men's sports. There is no locker room at the rink and players have to provide their own goalie equipment.

EQUITY: A MAJOR CONCERN FOR THE NCAA AND THE BIG TEN

◆ The National Collegiate Athletic Association named 20 people to a new committee on gender quity: eight women and seven men, plus five consultants, three of whom are women. The committee's mandate is to consider ways to encourage NCAA and its members to provide equity in sports.

The Big Ten Conference will now require, as a condition of membership, that within five years, 40 percent of a college's athletes be women. In 1990-91, the University of Iowa came the closest to the 60-40 ratio with 64 percent of its athletes male and 36 percent female. Ohio University was lowest with a 74-26 ratio.

The University of Iowa, which set even more stringent standards for itself, may be the first in the country to set a five-year goal, according to which women will participate in sports and receive athletic scholarships in proportion to their representation in the student body. Currently, women make up 51 percent of students and 36 percent of athletes; they receive 33 percent of the athletic scholarships.

SPORTS AND THE LAW

◆ "Women and Athletics: A Twenty Year Retrospective on Title IX" discusses the evolution of Title IX, significant court decisions, activities and programs foreclosed to women, the role of athletic associations, and other legal doctrines that apply to athletics. Written by Diane Heckman, it was the lead article in the *University of Miami Entertainment & Sports Law Review*, 9 (1).

AMERICAN COUNCIL ON EDUCATION

VICE PRESIDENT FOR GOVERNMENTAL RELATIONS

The American Council on Education (ACE) a non-profit membership organization concerned with higher education issues, is currently accepting applications and nominations for the position of Vice President for Governmental Relations. Under the direction of the President of ACE and within policies established by the Board of Directors, the Vice President for Governmental Relations is the senior officer responsible for the formulation of ACE's public policy positions, and for the development of strategies to achieve their implementation. To ensure broad support within higher education for ACE's policy agenda, the Vice President invites the participation of other higher education associations in all aspects of its design and in consultation with ACE's Commission on Governmental Relations.

Candidates should have prior Washington experience on Capitol Hill, in the Executive Branch, or in the education community, and should display a broad understanding of federal legislation and regulation as it pertains to higher education. Candidates should also show familiarity with the diversity of the constituency of colleges and universities served by ACE, preferably by having had past campus administrative experience. Because the position requires consensus-building, the successful candidate will be able to demonstrate effective negotiating and coalition-building skills. It is important that candidates possess high levels of speaking and writing proficiency, including the ability to explain orally and in writing complex issues in simple terms. Candidates should have a reputation of integrity, good judgment, and discretion.

Applications and nominations should be directed to:
VP, GR Search, American Council on Education
One Dupont Circle, NW Room 804 Washington, DC 20036

Deadline for application is November 6, 1992.
The American Council on Education is an Equal Opportunity Employer.

University of Arizona
Department of Mathematics

The Mathematics Department at the University of Arizona will have tenure-track and postdoctoral positions available begining Fall 1993.

Tenure track positions. Excellent research record or potential, strong commitment to teaching required. Fields should complement but not duplicate existing department research strengths in arithmetic geometry, computational science, dynamical systems, differential geometry, nonlinear science and number theory.

Postdoctoral Fellowships (Research Associates). Applicants with strengths in all areas compatible with department interests are ecouraged to respond. In addition, special Center of Excellence Awards in nonlinear optics and fluid mechanics are available.

The Mathematics Department may also have several **visiting positions** for next year.

We encourage early application. **Deadline** date will be **December 15, 1992** or whenever positions are filled. **Women and minority applicants are especially welcome.** Send application, which should include a letter of interest, curriculum vitae with a list of publications, and a minimum of three (3) letters of recommendation (enclose or arrange to be sent), to:

Personnel Committee
Department of Mathematics
University of Arizona
Tucson, Arizona 85721, USA

The University of Arizona is an Affirmative Action/Equal Opportunity Employer.

DEAN OF NURSING, INDIANA UNIVERSITY EAST/ ASSISTANT DEAN OF NURSING, INDIANA SCHOOL OF NURSING

Located on a beautiful 230-acre site in Richmond, Indiana, Indiana University East is a dynamic regional campus of Indiana University (IU) in Bloomington. The faculty of our School of Nursing, which offers both bachelor's and associate's degrees, is composed of scholars who contribute to the profession through teaching, research, and service. We presently invite applications from experienced nursing professors for appointment to this highly visible, tenure track, Dean's position, preferably by January 1993. In this professionally challenging and rewarding role, your principal responsibility will be to oversee Nursing's academic enterprise on the East campus, where the ASN and BSN programs are offered. We will also rely on your proven expertise and resourcefulness to assist the Dean of the IU School of Nursing on matters related to university-wide issues.

Our selected candidate will have an earned doctorate, preferably with a nursing major. If your Ph.D. is not in nursing, a master's degree in nursing is required. Teaching and administrative experience in a higher education nursing program and evidence of research and publications are essential. We offer an excellent salary/benefits package and an attractive location rich in cultural heritage. You'll enjoy a relaxed, small-town atmosphere with all the advantages of the surrounding metropolitan areas. Review of applications will begin on November 1, 1992. Interested candidates should submit a letter of application and vita with names, addresses and phone numbers of three references to: **Dr. K. Michael Foos, Chair, Dean's Search Committee, Indiana University East, 2325 Chester Boulevard, Richmond, IN 47374-1289. Phone (317) 973-8303, FAX (317) 973-8220.** AA/EOE.

Dean of the School of Education
University of Kansas

Nominations and applications are sought for the position of Dean of the School of Education at the University of Kansas. Though negotiable, the target starting date is July 1, 1993.

The School consists of more than 100 tenure-track faculty and enrolls more than 1,000 undergraduate and 2,000 graduate students in a broad range of certification areas and programs. It is one of the top units within the University generating external funding and has been involved in a number of innovative programs, including extended teacher education, instructional leadership doctoral training, and the establishment of a professional development school.

Candidates must have a Ph.D. in a discipline represented in the School, teaching and scholarship credentials appropriate for appointment as a full professor, prior administrative experience, a commitment to securing financial resources, and effective interpersonal skills.

Applications will be accepted until the position is filled. Screening of applications will begin November 16, 1992. EO/AA employer. A full job description is available upon request. Applications from and nominations of private sector individuals who meet the above qualifications are welcome. Applications including a letter of interest, a resume, and the names, addresses, and telephone numbers of three references should be sent to:

Dr. Robert L. Hohn, Chair
Dean of Education Search Committee
Office of Academic Affairs
132 Strong Hall
University of Kansas
Lawrence, KS 66045

BEST COPY AVAILABLE

Setting The Standard

Defining Excellence in Education

FACULTY POSITIONS

SALARY RANGE: $30,111-$51,431

Applications are currently being accepted for anticipated Faculty positions beginning Spring and Fall 1993.

ACADEMIC

Anthropology, Art, Biology, Chemistry, Communication (Speech), Computer Science, Counseling, Economics, Education, English, English as a Second Language, Foreign Languages, Geography, Geology, Health, History, Humanities, Journalism, Library Science (Librarian), Mathematics, Music, Nursing, Philosophy, Photography, Physical Education, Physical Science, Physics, Political Science, Psychology, Reading, Recreation & Dance, Sociology, Social Work, Theatre Arts.

Academic areas **require** a minimum **of a** Master's Degree which includes **24 semester** hours **of upper** division and/or graduate credit **in the field to be taught.**

OCCUPATIONAL

Accounting, Aircraft Maintenance Technology, Automotive, Computer Information Systems/DP/Office Automation Systems (Office Education), Drafting, General Business/Management/Marketing.

Occupational areas require a minimum of 64 semester hours **OR** an Associate's Degree + 5 years of directly related occupational experience in the field to be taught, **OR** a Bachelor's Degree + 3 years of directly related occupational experience in the field to be taught, **OR** meet the Academic Requirements.

A separate faculty application and a complete set of unofficial copies of transcripts (inclusive of degree(s) conferred) are required for **each** discipline for which an applicant applies. All applications must be received by the Employment Office and clocked in by **5:00 p.m.** on the **final closing date, March 9, 1993.** To request a faculty application and further information on requirements, please call the Maricopa Community College District **Toll-Free** Number, 1-800-25-TEACH, or in Maricopa County, (602) 731-8491, Monday-Friday 8:00 a.m. - 5:00 p.m. MST. AA/EOE. Women and Minorities are Encouraged to apply.

MARICOPA
COMMUNITY
COLLEGES

MARICOPA COMMUNITY COLLEGES
EMPLOYMENT DEPARTMENT
2411 West 14th Street
Tempe, AZ 85281-6941

CORNELL

UNIVERSITY

TENURE-TRACK FACULTY POSITION
FOOD AND BEVERAGE MANAGEMENT
SCHOOL OF HOTEL ADMINISTRATION

Responsibilities: The primary course responsibility will involve teaching core courses in both the undergraduate and graduate curricula, in addition to developing and teaching elective courses in the area. Other responsibilities include: research and publishing, monitoring graduate research, performing proportionate share of administrative and advising functions, in addition to serving on School committees.

Qualifications: Ph.D. degree in hotel and restaurant administration, or a related field is preferred upon entry into the position; established teaching record at the college or university level; related industry experience required. Applicants with an MS degree would be required to obtain a Ph.D. degree at Cornell University or other institutions prior to the granting of tenure.

Starting Date: August 1993

Rank and Salary: Professional rank on tenure track; rank and salary negotiable; nine-month term affords the opportunity to conduct research and seminars and to consult; Cornell's employee degree program provides a tuition waiver for the applicant who must acquire a Ph.D. degree prior to the granting of tenure.

Institution: One of nine colleges/schools at Cornell University; approximately 650 students in Bachelor's program and 70 in MPS, Master's, and Doctoral programs; approximately 50 full-time faculty members.

Send letters of application, resume, and names and addresses of three references to:

Dr. Michael H. Redlin
Associate Dean for Academic Affairs
School of Hotel Administration
Cornell University
Ithaca, NY 14853-6902

An Affirmative Action/Equal Opportunity Employer

AMERICAN COUNCIL ON EDUCATION

DIRECTOR

OFFICE OF MINORITIES IN HIGHER EDUCATION

The American Council on Education (ACE), a nonprofit membership organization concerned with higher education issues, is currently accepting applications and nominations for the position of Director for the Office of Minorities in Higher Education (OMHE). Under the direction of the President of ACE and within policies established by the Board of Directors, the individual filling this position will work with the ACE Commission on Minorities in Higher Education to promote the participation of minorities at the faculty, staff, and student levels in American higher education.

Candidates should have considerable adminstrative experience in higher education, including campus experience, and have experience in working with culturally and linguistically diverse populations. Candidates should have successful proposal-writing and fund-raising experience and should present evidence of the ability to develop and manage complex projects; should be conversant with the wide range of institutional types in American higher education, and should be prepared to work closely with other associations serving higher education. Applicants should have strong commitments to improving the participation of minorities in higher education, should have considerable experience in public speaking, and should be prepared for the extensive travel requirements for this position.

Applications and nominations should be directed to:
Director, OMHE Search
American Council on Education
Room 804, One Dupont Circle, NW
Washington DC 20036

Deadline for application is October 15, 1992.

The American Council on Education is an Equal Opportunity Employer.

BEST COPY AVAILABLE

JOB LINE

Center for Women Policy Studies
Senior Research Associate

The Center for Women Policy Studies (CWPS) is seeking a Senior Research Associate with strong research and policy analysis skills.

Send resume, with names of three references, to:
CWPS
2000 P Street, NW, Suite 508
Washington, DC 20036

HOW TO ADVERTISE IN JOB LINE AND ETCETERA

It's easy—and cost-effective—to advertise in the *About Women on Campus* Job Line and EtCetera.

For more information or to reserve ad space, call 202-659-9330 (Fax 202-457-0946) or write *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

ETCETERA

Call for Papers

AMERICAN
ASSOCIATION OF
UNIVERSITY
WOMEN

GENDER ISSUES IN THE CLASSROOM AND ON THE CAMPUS: FOCUS ON THE 21ST CENTURY

Held in conjunction with the Biennial Convention of the American Association of University Women, June 18, 1993, in Minneapolis, Minnesota, the symposium will address gender issues related to status, legislation, communication, and equity in the context of the classroom and the campus.

Three types of sessions — papers, research reports, and panel presentations — may focus on education, equity issues, legal and social issues, and communication between and among women and those with whom they associate in their daily lives.

Proposals that address the overall conference theme are due by November 15,1992. A copy of the **Call for Papers** may be obtained from:

College University Relations Office
American Association of University Women
1111 Sixteenth Street, N.W.
Washington, DC 20036-4873
Telephone: 202 785-7759

Sponsored by the American Association of University Women with the Office of Women in Higher Education — American Council on Education, American Association for Colleges for Teacher Education, Association for Continuing Higher Education, American Association of Women in Community and Junior Colleges, Association for Teacher Education, and the National Association of Women in Education.

ACE

FELLOWS PROGRAM 1993-94

Leadership for Higher Education

The **ACE Fellows Program** is a year-long internship designed to identify and develop future leaders in higher education.

- Candidates must have a minimum of five years of college-level experience as faculty members and/or as administrators.
- **Women and minorities are encouraged to apply.**

Application Deadline:
November 2, 1992

For information and application materials call or write:

ACE Fellows Program
American Council on Education
One Dupont Circle • Washington, DC 20036
(202) 939-9420

INITIATIVES WINS COVETED PRIZE FOR EXCELLENCE IN EDUCATIONAL PUBLISHING

The *Initiatives* special two-part focus on women's colleges has been named "Best in Category" for a single-theme publication in the 1992 National Awards Program sponsored by the Educational Press Association of America (Edpress)

Initiatives has won four other Edpress awards. This is the first time NAWE's journal has been recognized as "Best in Category." More than 1,500 publications were entered in the 1992 competition and more than 60 competed in the single-theme category.

To order copies of the award-winning set, contact the NAWE National Office.

Discover ...
The Capital Experience

A truly different **academic internship program** in Washington, D.C.
Undergraduate & Graduate Students
All Disciplines

For more information:
Institute for Experiential Learning
1325 G Street, NW Lower Level
Washington D.C. 20005-3104
1-800-IEL-0770

iel

American Association of University Women (AAUW) International Fellowships

The AAUW Educational Foundation is offering fellowships for women who are not citizens or permanent residents of the US. The fellowships are for one year of graduate study or research in the US and carry a stipend of $14,000. Strong preference is given to women whose credentials prove prior commitment to improving the lives of women and girls through civic, community, or professional work and whose study or research proposals show a continued interest in the advancement of women.

Application postmark deadline is December 1, 1992. For information, contact the AAUW Educational Foundation, 1111 Sixteenth Street, NW, Washington, DC 20036 Phone: 202-785-7700/FAX 202-872-1425.

WOMEN'S INTERNATIONAL NETWORK NEWS

REPORTS ON
WOMEN'S DEVELOPMENT
WORLD WIDE

187 GRANT STREET, LEXINGTON MA 02173
SAMPLE FREE/$1.00 POSTAGE

CALL FOR INFORMATION

Women-Focused HIV/AIDS Programs

The third annual *Guide to Resources on Women and AIDS*, published by the Center for Women Policy Studies (CWPS), will feature only programs specifically designed for women.

If you have such a women-focused HIV/AIDS outreach, prevention, education, care, or advocacy program, contact: CWPS, 2000 P Street, NW, Suite 508, Washington, DC 20036.

1993 NAWE CONFERENCE MARCH3-8

VISIONARY
WOMEN

CHALLENGING ASSUMPTIONS
INSPIRING CHANGE

◆

☐ **YES** *I am concerned about women on campus and want to enter my subscription to* About Women on Campus.

Special introductory subscription rates:

Individual	**1 year (four issues)**	**$20**	**Institution**	**1 year (four issues)**	**$28**
	2 years (eight issues)	**$35**		**2 years (eight issues)**	**$50**

Foreign subscriptions: **Please add $7.00 per subscription to cover additional postage.**

Discounts are available for bulk subscriptions **mailed to a single institutional address.**
Call 202-659-9330 (FAX 202-457-0946) for details.

Name ____________________

Title ____________________

Institution ____________________

Address ____________________

City/State/Zip ____________________

Send subscription form and check or institutional purchase order made payable to NAWE to:
***About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511**

☐ **AND** *I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations.*

Send information about membership to the address I have provided above.

◆

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511

Second Class Postage
Paid at Washington DC

HE

ABOUT WOMEN ON CAMPUS

VOLUME 2 NUMBER 1 ◆ WINTER 1992

SEXUAL ASSAULT

CONGRESS REQUIRES CAMPUS SEXUAL ASSAULT POLICIES

◆ The Higher Education Reauthorization Act of 1992, signed into law in the summer of 1992, requires campuses that participate in any of the programs of the Act (such as student financial aid) to develop and distribute a statement of policy regarding the institution's sexual assault programs that are aimed at the prevention of sexual offenses and the procedures followed once a sexual offense has occurred.

The policy must address the following areas:

- Education programs to promote awareness of rape, acquaintance rape, and other sex offenses
- Possible sanctions to be imposed following the final determination of an on-campus disciplinary procedure regarding rape, acquaintance rape, or other sex offenses, forcible or nonforcible
- Procedures students should follow if a sex offense occurs, including who should be contacted, the importance of preserving evidence that may be necessary to the proof of criminal sexual assault, and to whom the alleged offense should be reported
- Procedures for on-campus disciplinary action in cases of alleged sexual assault, which shall include a clear statement that the accuser and the accused are entitled to the same opportunity to have others present during a campus disciplinary proceeding and a clear statement that both the accuser and the accused shall be informed of the outcome of any campus disciplinary proceeding brought alleging a sexual assault
- Informing students of their options to notify proper law enforcement authorities, including on-campus and local police, and the option to be assisted by campus authorities in notifying such authorities, if the student so chooses
- Notification to students of existing counseling, mental health, or student services for victims of sexual assault, both on campus and in the community
- Notification to students of options for and assistance available for changing academic and living situations subsequent to an alleged sexual assault incident, if so requested by the victim and if they are reasonably available.

The requirements become effective July 1, 1993.

CONTENTS

Sexual Assault 1
Sexual Harassment 4
Working in Academe 5
From Around the Campus 7
The Testing Issue Revisited 8
Child Care 9
Women in Athletics 9
Resources 10

NEW TREND IN DEFINITION OF RAPE

◆ Campuses may want to examine their definitions of sexual assault, which need not be the same as those of the criminal system. Focusing more on affirmative consent and less on force may clarify the issue for students and those dealing with assault.

• Under traditional rape law, prosecutors have to show that force was used and that the penetration was against the victim's will. In reaffirming one of the toughest rape laws in the nation, the New Jersey Supreme Court stated that physical force need not be involved in order to convict a person of sexual assault. The court concluded "that any act of sexual penetration engaged in by the defendant without the affirmative and freely given permission of the victim to the specific act of penetration constitutes the offense of sexual assault." Essentially, the court said that "no" means "no," whether or not force is used.

The case involved two teenagers who were kissing and petting. The young woman fell asleep and woke to find the young man having sex with her. When she asked him to stop, he did and there were no threats or force used.

• A recently passed Canadian law embodies the same principle, that consent means the voluntary agreement of the complainant to engage in the sexual activity in question. Consent is **not** given when:

- The agreement is expressed by words or conduct of someone else other than the complainant

- The complainant is incapable of consenting to the activity

- The accused induces the complainant to engage in the activity by abusing a position of trust, power, or authority

- The complainant expresses, by words or conduct, a lack of agreement to engage in the activity

- The complainant, having consented to engage in sexual activity, expresses, by words or conduct, a lack of agreement to continue to engage in the activity.

The responsibility is on the accused to take reasonable steps to ascertain that the complainant was consenting to the sexual activity.

ABOUT WOMEN ON CAMPUS

Women's Issues Project
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant
Editor: Bernice Resnick Sandler
Business Manager: Patricia Rueckel

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $65 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

ISSN 1061 768X

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511

Volume 2, Number 1, Winter 1992

© 1992 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual preference, or disability in any of its policies, procedures, programs, or practices.

NEW REPORTING REQUIREMENTS FOR CAMPUS CRIME

◆ The Crime Awareness and Campus Security Act of 1990 requires institutions to report crime statistics for the preceding two years on murder, sex offenses, robbery, aggravated assault, burglary, and motor vehicle theft, and to make students aware of crime-prevention programs and procedures for reporting crimes. The first reports were due on September 1, 1991.

Schools are now allowed to release crime statistics maintained by campus law enforcement officers. Many institutions have been reluctant to release information about campus crimes because of the 1974 Buckley amendment, which barred colleges from releasing information about students without their consent. The Buckley amendment has been amended so that schools can no longer refuse to release information about criminal activities, including sexual assault. The name of a student who is accused of committing a crime can be released if there has been a police report. If there is no police report, the institution cannot reveal the name but may report the crime to the community.

MINNESOTA ATTORNEY GENERAL TAKES CAMPUS SEXUAL VIOLENCE SERIOUSLY

◆ Attorney General Hubert H. Humphrey, III, has traveled to nearly 100 college campuses across the state to discuss sexual harassment and acquaintance rape. His office purchased 175 copies of a video on campus rape and 175 rape awareness ads for distribution on campus. A 1990 survey and follow-up of all Minnesota colleges and universities found that many campuses were not publicizing harassment and campus violence.

Humphrey also compiled an extensive list of resources on sexual harassment and sexual assault prevention for campus use. With the state's Higher Education Coordinating Board, he organized a conference to help institutions implement policies and develop innovative strategies for dealing with these issues.

Humphrey is now working with high schools to reduce sexual harassment and assault.

COURT CANCELS SUSPENSION OF STUDENT FOUND GUILTY IN GANG RAPE

◆ A judge ordered Old Dominion University (VA) to drop a one-year suspension against a male student whom the university had found guilty of a campus gang rape. In January 1992, ODU found two students guilty of raping a woman who had passed out after a fraternity party. Both were given a one-year suspension. Jerry Watts, a criminal justice student, sued the school.

The judge said the evidence was based on hearsay and that without it, Watts would not have been found guilty. (The woman was unable to identify her attackers, although she woke up twice.) However, a female in the house stated she saw Watts bolt down the stairs with his pants open, saying, "I can't believe I did it. I can't believe I even did it with my boots on." Another man also told her that Watts had "done it" with the drunken woman. And another woman testified that she heard Watts tell two other men to keep quiet about what had happened, and that "she doesn't know what we did to her."

The second student also subsequently sued to have his suspension lifted.

CAN A WOMAN BE ACCUSED OF RAPE?

◆ Yes. A California jury found a woman as guilty as two male defendants in a gang rape case. The woman had ordered the victim to "shut up...and take it," and later tried to stop the victim from phoning the police. In such a situation, the jury said, a woman is as guilty as the males committing the rape.

NEW NEWSLETTER ON SEXUAL ASSAULT

◆ *The Proponent* is a new statewide newsletter produced by the State Council for Higher Education for Virginia to help those addressing sexual assault on Virginia's campuses. Edited by Vicky Mistr, author of Virginia's report on campus assault, *The Proponent* will include information about upcoming events, resources, training opportunities, and book and video reviews.

The quarterly newsletter is supported by a grant from the Virginia Department of Criminal Justice Services. For information, write the Council at 101 North Fourteenth Street, Richmond, VA 23219.

A MUST FOR CAMPUS ADMINISTRATORS AND POLICYMAKERS

◆ The following resources can be helpful to administrators and others as they examine and develop policies to conform to new federal requirements listed in the Higher Education Reauthorization Act concerning sexual assault policies:

Responding to Sexual Assault on Campus: A Guidebook for Colleges. Written by Aileen Adams and Gail Abarbanel, authors of the landmark report, *Sexual Assault on Campus: What Colleges Can Do*, the new book contains model programs, policies, and prevention strategies. It includes updated information on how to develop a sexual assault policy, campus-wide protocols for handling cases, programs for assisting victims, legal issues and liability of colleges, creating a fair student conduct system, security measures, educational programs, gathering and disseminating information, alcohol policies, and compliance with federal and state laws.

For ordering information, write the Rape Treatment Center, Santa Monica Hospital, 1250 Sixteenth Street, Santa Monica, CA 90404.

Sexual Assault on Campus: The Problem and the Solution examines what happens in the wake of a sexual assault, why few cases are reported, how cases are mishandled, how to minimize instances, and how to deal with the problem of sexual assault on campus. Written by Carol Bohmer and Andrea Parrot, the book can be ordered for $22.95 from Lexington Books, 866 Third Avenue, New York, NY 10022.

Sexual Harassment and Acquaintance Rape considers numerous policy issues facing institutions as they deal with these two concerns. Although aimed at college trustees, the information is appropriate for use by others. Written by Bernice R. Sandler, the booklet is planned for release in spring 1993. For information, contact the Association of Governing Boards, One Dupont Circle, NW, Washington, DC 20036.

SEXUAL HARASSMENT

COMPUTER OBSCENITY TRIGGERS HARASSMENT COMPLAINT

◆ Nineteen students in an MBA class at Vanderbilt University (TN) were discussing various issues by using computer keyboards to exchange anonymous comments, which also appeared on a classroom monitor. When the discussion became sexually explicit, as one student described his fantasies involving oral sex and intercourse with a female student in the class, the student, Jennie Godwin, walked out. Professor Bezalel Gavish, who allowed the comments to continue and printed them out, also joked about them in the following class session.

The university reviewed Godwin's complaint at a faculty meeting of the Owen Graduate School of Management, reviewed course materials, and subsequently conducted a meeting with students involved in the incident, so that Godwin could discuss her feelings about what had happened. Gavish apologized to Godwin in writing.

Godwin has since filed a complaint with the U.S. Department of Education, Office for Civil Rights. She is requesting punishment for Gavish, a computer screening system to prevent similar incidents from occurring, and annual sexual harassment seminars for faculty and students.

FAILURE TO TAKE STEPS TO PREVENT SEXUAL HARASSMENT MAY CREATE LIABILITY

◆ A federal district court recently held an employer liable for failing to take steps to prevent sexual harassment, even though the employer may have been unaware that such incidents were occurring. The court held that the failure to inform employees of a policy prohibiting sexual harassment or to institute procedures for reporting and investigating allegations, even in the absence of knowledge of violations, creates an extremely high risk that sexual harassment will occur. The court also held that the risk of sexual harassment in the workplace is so obvious that failure to take action to prevent it constitutes a "deliberate indifference" sufficient for finding a civil rights violation.

Although the case, *Reynolds v. Borough of Avalon*, 1992 WL 186781 (D.N.J.) 1992, did not involve an academic institution, the findings are relevant.

STUDENT-TO-STUDENT SEXUAL HARASSMENT: TITLE IX IMPLICATIONS

◆ Student-to-student sexual harassment is a relatively new but emerging problem schools must address. The legal implications under Title IX are explored in "Expanding Title IX of the Education Amendments of 1972 to Prohibit Student to Student Sexual Harassment," which defines peer harassment and cites relevant cases. Written by Jollee Faber, the article appears in the *UCLA Women's Law Journal*, 2(1), Spring 1992.

Note: The first report on college student-to-student sexual harassment is *Peer Harassment: Hassles for Women on Campus*, published by the Center for Women Policy Studies, 2000 P. Street, NW, Suite 508, Washington, DC 20036. Cost: $7.50.

WORKING IN ACADEME

AFFIRMATIVE ACTION HIRES CONSIDERED LESS QUALIFIED

◆ People hired through affirmative action programs carry the stigma of being "less qualified," no matter how able they are. A study by Madeline Heilman of New York University found that when male and female candidates for specific jobs were evaluated by students and white male workers, those candidates identified as affirmative action hires were perceived as being the least qualified of all the candidates.

1986 CASE AT UNIVERSITY OF PENNSYLVANIA FINALLY SETTLED

◆ Rosalie Tung's 1986 charges of sex and race discrimination against the University of Pennsylvania have finally been settled. Tung's charges led to a landmark ruling by the U.S. Supreme Court, which states that universities cannot withhold confidential peer-review documents from the Equal Employment Opportunity Commission.

Tung had filed the discrimination charges when she was denied tenure at the Wharton School. Although the lawyers on both sides stated that they could not discuss any financial award, the university did agree to issue a statement noting that its review of her case was "flawed." Tung now teaches at Simon Fraser University in Canada.

EDITOR'S CHOICE

Talking Back to Sexual Pressure, an easy-to-read book designed to help men and women become assertive about sex, should be helpful to students and those involved in training programs.

The 254-page paperback, which deals with a variety of situations, shows how sexual assertiveness can help decrease the risk of contacting sexually transmitted diseases, avoid unwanted pregnancy or impregnating someone, and avoid being sexually harassed or raped by an acquaintance. Numerous examples of sexual assertiveness are included. Written by Elizabeth Powell, the book is available for $9.95 from CompCare Publishers, 2415 Annapolis Lane, Minneapolis, MN 55441.

The Organizational Woman: Power and Paradox explores the two work worlds—men's and women's—and shows how men and women have different experiences, even when they hold similar positions. This book provides a clear overview of the barriers to women's advancement, especially the subtle behaviors that effect evaluation and lead to misunderstanding of differences in communication and leadership styles. Although it is based on social science research, the book is nonscholarly in style and covers a wide range of issues, including social expectations, stereotypes, self-esteem, leadership styles, organizational issues, hostile humor, sexual harassment, and other forms of overt and covert sex discrimination. Although the book deals with the generic professional woman, the advice and strategies it offers are appropriate for women in academe. Written by Beth Haslett, Florence L. Geis, and Mae R. Carter, *The Organizational Woman* is available for $29.50 (paperback) or $55.00 (hardcover) from Ablex Publishing Corporation, 355 Chestnut Street, Norwood, NJ 07648-2090.

Bernice R. Sandler

MALE PROFESSORS CHARGE REVERSE DISCRIMINATION

◆ Five male professors at Virginia Commonwealth College in Richmond have filed charges of sex discrimination with the Equal Employment Opportunity Commission, claiming that they were denied approximately $400,000 in raises given to female faculty members. Three years earlier, the school evaluated faculty compensation, examining such factors as tenure, education, and experience, and concluded that female professors were paid less than their male peers. An updated study in 1991 showed that the differential was $1,982. Neither study used performance ratings.

In spring 1992, 168 female faculty members received raises averaging about $1,900, and back pay prorated to the beginning of the contract year. Bradley B. Cavedo, attorney for the male professors, was quoted in the *Washington Post* as saying, "This wasn't rectifying a past problem against individuals. It was just a bandwagon to raise all the females' salaries."

◆ A male professor in biochemistry and molecular biology charged the University of South Florida with reverse discrimination, claiming that a minority woman in the pharmacology department is earning about $13,000 more than he is, even though he claims they have similar years of service and publications and hold the same rank.

WOMEN MAKING INROADS: YES AND NO

◆ Three of the four law schools in the University of California system have women deans; only 14 of the nation's 175 accredited schools of law are now headed by women. Just one woman is head of a school of medicine. Lillian Gonzalez-Pardo, president of the American Medical Women's Association, estimates that at the current rate, women physicians will not reach parity on medical school faculties until the year 2077.

NATIONAL SCIENCE FOUNDATION TURNS DOWN ALL-MALE CONFERENCES

◆ The National Science Foundation funds a number of research conferences. Mary E. Clutter, assistant director for biological sciences, won't fund conferences that have too few or no women. Noting that one third of new doctorates in the biological sciences go to women, Clutter often suggests outstanding women doing research in the particular area of a proposed conference. She acknowledges that the policy will not work in areas without a critical mass of women, but notes that some men in biological sciences defend all-male proposals by claiming that women don't give good talks or that there are no women in biological sciences. The policy was initiated in 1989.

WOMEN AT UNIVERSITY PRESSES: FEW AT THE TOP

◆ Although two thirds of all university press employees are female, only 11 women (14%) hold the top position of director. Twenty-six per cent of women press employees responding to a survey said they had experienced harassment and 28 per cent reported some form of discrimination on the job.

The survey was conducted by Albert N. Greco, director of publishing studies at New York University.

CAMPUS GRASSROOTS NETWORK PRESSES FOR CHANGE

◆ In May 1992, 919 women signed a letter to President E. Gordon Gee at Ohio State University, urging him to ensure that women, particularly women of color, be given fair consideration for the position of provost. In October 1991, nearly 700 women signed a similar letter concerning the several vice presidential posts open at that time.

The letters were sent by the women's grassroots network, which includes women faculty, administrative staff, classified staff, and students from throughout the university, although it has no official tie with the institution. The group has no official organizational structure, officers, membership dues, or even "members" in the traditional sense of the word.

The group communicates through a network of approximately 120 volunteer "liaisons," who receive mailings every two or three weeks, including notices of meetings. The liaisons then distribute the information to other women in their units.

Information is also posted on the university's e-mail and a voice mail number. The network has sent several other letters and held a series of lunches and forums with vice presidents and deans to inform them about the issues with which the network is concerned.

Among the issues the network has discussed with university officials are accountability of administrators at all levels for addressing women's concerns, the glass ceiling, job security, salary inequities, harassment, lack of child care and elder care facilities, spousal placement programs, job-sharing and flextime, maternity leave policy, physical safety issues, and the need for a women's center.

FROM AROUND THE CAMPUS

U.S. COURT DECLARES ALL-MALE VMI UNCONSTITUTIONAL

◆ In October 1992, a federal appeals court declared that Virginia Military Institute's all-male admission policy is unconstitutional, unless the state provides an equivalent program for women. The Fourth Circuit stopped short of ordering VMI to accept women, pointing out that coeducation would spoil the unique educational experience VMI offers. VMI is one of two state-supported all-male institutions.

The case was to be sent back to the District Court, which earlier had upheld the all-male policy, although VMI attorneys were deciding whether to appeal for a rehearing before the full Fourth U.S. Circuit Court of Appeals or to appeal to the U.S. Supreme Court.

COLLEGE DEGREE STILL WORTH LESS TO WOMEN THAN TO MEN

◆ Male high school graduates continue to earn more than women who have one to three years of college. The median income for men is higher than that of women, regardless of educational level. Male high school graduates earn $25,872; women high school graduates earn $17,412. Men with one to three years of college earn $30,865; women, $21,324. And for those who finish college, men earn $41,131 and women, $28,992.

The figures, compiled by the U.S. Department of Labor, appeared in the June 1992 issue of *Manpower Comments*, published by the Commission on Professionals in Science and Technology, 1500 Massachusetts Avenue, NW, Suite 831, Washington, DC 20005.

UPDATE: CITADEL BANS SOME MEN IN ORDER TO KEEP WOMEN OUT

◆ The response of the Citadel (SC) to a suit in which female veterans had requested admission to a day program for veterans has been to abolish the program for veterans altogether. Three female veterans had sued to be admitted to the day program, which involved 78 male veterans, some of whom had moved to Charleston solely to attend day classes.

The Citadel, an all-male state-supported school, allows women to attend summer and evening classes, but they are offered degrees in only three majors. A day program for male veterans offers degrees in 17 majors.

TRINITY COLLEGE REQUIRES FRATS AND SORORITIES TO INTEGRATE

◆ The trustees of Trinity College (CT) voted in September 1992 to require fraternities and sororities to become coed by 1995, stating, "The existence of single-sex social organizations is inconsistent with Trinity's coeducational mission."

Middlebury College (VT) and Bowdoin (ME) required greek organizations to become coeducational this year.

STUDENTS ON TWO CAMPUSES ARE PRESSING FOR ON-CAMPUS ABORTION SERVICES

◆ Students at the University of Minnesota voted 2 to 1 to conduct a study to explore the economic feasibility of providing on-campus abortion services. Advocates stressed that on-campus services would mean that the student health service would bill the university's student health insurance plan and also noted the convenience of on-campus services.

• More than a thousand students at the University of California at Berkeley signed a petition urging the university to reopen its abortion clinic. The university had provided abortions until 1989, when the providing physician died. The health center is exploring whether abortions on campus would be affordable and convenient and is seeking physicians to perform abortions and provide follow-up care on campus.

UNIVERSITY OF WISCONSIN DROPS SPEECH CODE

◆ Following a recent Supreme Court decision, the Board of Regents of the University of Wisconsin, one of the first in the nation to adopt a "speech code," voted to repeal it. The code prohibited students from uttering racist or sexist slurs.

The Wisconsin code, which originally went into effect in September 1989, was ruled unconstitutional in October 1990. The code was revised in May 1992.

FRATERNITY SONGS: FREE SPEECH ISSUE?

◆ UCLA feminists are complaining about misogynist lyrics in a Phi Kappa Psi fraternity song book which was left anonymously in the office of the campus feminist magazine. The fraternity is not affiliated with UCLA. An educational manual of an affiliated fraternity, Theta Xi, requires that pledges learn the songs printed in the book.

The songs, which could not be reprinted here, are sexually demeaning and violent, often glorify rape, and are filled with explicit sexual content. Several are homophobic in nature. Many fraternity and sorority members have claimed they are merely harmless drinking songs.

THE TESTING ISSUE REVISITED

IS THIS A TEST OF FAIRNESS?

◆ A study by the Educational Testing Service (ETS) found that average Scholastic Aptitude Test (SAT) math scores for men are, on average, 35 points higher than those for women, even when the two groups are matched by college courses and grades. For example, male college students receiving a "B" in college calculus scored 37 points higher than female students with the same grade. Researchers Howard Wainer and Linda Steinberg also noted that it would be necessary to add an average of 52 points to a woman's SAT math score if it is used in the equations used for placement or admissions purposes for men.

"Sex Differences in Performance on the Mathematics Section of the Scholastic Aptitude Test: A Bidirectional Validity Study," Research Report No. 91-45, is available from ETS, Princeton, NJ 08541.

NATIONAL MERIT SCHOLARSHIPS MAY BE BIASED TOO

◆ *FairTest*, published by the National Center for Fair and Open Testing, reports that at least three-fifths of 1991-92 National Merit Semifinalists are men, even though women earn higher grades in high school and college. (The gender of four percent of the 15,611 semifinalists could not be determined by name.)

Initial eligibility for the awards is based solely on scores on the Preliminary Scholastic Aptitude Test/National Merit Scholarship Qualifying Test. This test consists of previously administered questions from the SAT, on which girls score an average of almost 60 points lower than boys. For information, contact FairTest, National Center for Fair and Open Testing, 342 Broadway, Cambridge, MA 02139-1802.

TESTING AND THE LAW

◆ "The Legal Implications of Gender Bias in Standardized Testing" explores a wide range of related issues, including Title IX prohibitions, the intersection of race and gender in Titles IX and VI (covering sex and race discrimination respectively), federal and state constitutional issues, state gender discrimination laws, and a variety of remedies. Written by Katherine Connor and Ellen J. Vargyas, the article appears in the *Berkeley Women's Law Journal*, 7, 1992.

CHILD CARE

NEW ACT CHANGES DEFINITION OF CHILD CARE USED IN NEED ANALYSIS

◆ The Higher Education Reauthorization Act of 1992 eliminates the cap on child care expenses in the need analysis formula for campus-based and student loan programs. Child care costs will also be more reasonably assessed by including not only class time, but study time, field work, internships, and commuting time.

CORPORATION DONATES $$$$$ FOR CAMPUS CHILD CARE

◆ Imperial Oil LTD, a major employer in Calgary, Canada, has contributed $600,000 toward a $1.1 million child-care center at the University of Calgary. Voluntary contributions from full-time and part-time students will cover the remaining funds needed.

When the university began its first national capital campaign, child care was listed as one of the top ten campus priorities. The new facility will serve 80 children. Existing services, which have spaces for 50 children, have a waiting list of 500 preschoolers.

ATHLETICS

FEMALE ATHLETES EXCEED MEN

◆ Women athletes of all races are more likely to graduate than are their male counterparts. An NCAA study of Division I schools (those with the large athletic programs) found that 62 percent of female athletes who started college in 1984 graduated, compared to only 47 percent of the male athletes. Fifty four percent of all female students graduated, compared to 51 percent of the men. American Indian, Asian-American, Black, Hispanic and white women all graduated at rates higher than those of men of their respective racial-ethnic backgrounds.

TEXAS WOMEN ATHLETES SUE FOR MORE TEAMS

◆ Seven women students are suing the University of Texas at Austin, asking that varsity teams in crew, soccer, gymnastics, and softball be elevated to varsity status. The class action claims that the university denies female students the benefits that it "disproportionately affords to male students," and that it violates the U.S. and Texas Constitutions and Title IX of the Education Amendments of 1972. The suit differs from other recent ones in that it asks for more sports rather than for restoration of sports cut by budget restrictions.

WOMEN'S STUDIES CONSORTIUM ISSUES STATEMENT ON DIVERSITY

The University of Wisconsin Women's Studies Consortium has asked both the system and individual campuses to ensure that courses fulfilling the diversity or ethnic studies requirement deal adequately with the female experience within a race or culture. Similarly, the consortium urged that on each campus there be funded at least one Women's Studies course focused on women of color in the U.S. or around the world, and designed so as to fulfill the diversity requirement.

The consortium consists of 14 campus-based women's studies programs. For information, write the consortium at 1616 Van Hise Hall, 1220 Linden Drive, Madison, WI 53706.

COLORADO STATE UNIVERSITY SUED FOR CUTTING SOFTBALL

◆ Six former softball players filed a class action suit against Colorado State University, claiming that it discriminated against women athletes when it dropped the women's softball program. Baseball was also dropped as part of an overall plan to deal with the institution's budget deficit. The suit charges that canceling softball perpetuates existing inequities in the intercollegiate athletics programs and therefore violates Title IX and the state constitution. *Chronicle of Higher Education* reports that last year's budget for women's athletics was $998,000, compared to $3.8 million for men.

ELSEWHERE

• Colgate University has been ordered by a federal court to upgrade its women's ice-hockey team from club to varsity level for the 1993-94 season.

• The former women's volleyball coach at San Diego State University has charged that he was dismissed in July 1992 because of his candid support of a lawsuit filed in 1989 by parents of a female player. The school says he was terminated because of budget cuts.

• The University of Wyoming and Rutgers University (NJ) have described how they will bring their sports programs into compliance with the law. Both noted that their sports programs are not equitable.

• The University of Massachusetts at Amherst will reinstate three women's sports teams which had been dropped during the past three years. Faced with the threat of a lawsuit, the university agreed to restore women's tennis, lacrosse, and volleyball.

DID BROOKLYN COLLEGE DROP ITS SPORTS PROGRAMS BECAUSE OF DISCRIMINATION CHARGES?

◆ Women and others are charging that Brooklyn College (NY) eliminated its total athletics program because of recent charges of sex discrimination in the women's athletics programs. Although officials claimed that the action was the result of cuts in state budgets, critics are charging that the college is embarrassed by recent findings of a 14-month inquiry by the Department of Education which exposed sex discrimination in the institution's intercollegiate athletics programs. The college had agreed to provide new assignment of coaches and additional women's teams and to survey students' athletic interests.

Women coaches and athletes were considering suing the institution because of past discrimination and because dropping sports violates the contract with the federal government to remedy discrimination.

The annual budget for the 14-team program was about $1.3 million, of which the state provided $168,000.

FEMALE COXSWAINS ROCK THE BOAT

◆ Men's varsity crew is no longer off-bounds for women. Coxswains, who sit forward in the stern and direct the rowers with a small microphone and sound system, have traditionally been lightweight men. According to the Eastern Collegiate Athletic Conference, now 15 percent of the coxswains are women.

WOMEN'S ICE HOCKEY: A NEW LEAGUE

◆ Twelve eastern schools have joined to create a new women's ice hockey league, which will begin play in the 1993-94 season as part of the Eastern College Athletic Conference. The schools include Brown, Colby, Cornell, Dartmouth, Harvard, University of New Hampshire, Northeastern, Princeton, Providence, Rochester Institute of Technology, St. Lawrence, and Yale.

SCHOOLS TO REPORT ON SPORTS EXPENSES

◆ The Higher Education Amendments of 1992 contain a provision requiring colleges that offer athletic scholarships to report annually on revenues and expenses of their athletic programs. The requirement may heighten awareness of inequities for women athletes, since now such data often are not readily available.

RESOURCES

LOOKING FOR INFORMATION ABOUT WOMEN AND MINORITIES AS PROFESSIONALS?

◆ The place to look is the tenth edition of *Professional Women and Minorities: A Total Human Resources Data Compendium,* which includes 35 charts and more than 300 tables. The *Compendium* is full of interesting information, such as facts showing that women now earn a majority of the degrees in pharmacy and veterinary medicine and more than a third of those in medicine, law, and optometry. Available from the Commission on Professionals in Science and Technology for $75 for members, $100 for non-members. Write: 1500 Massachusetts Avenue NW, Suite 831, Washington, DC 20005.

WOMEN OF COLOR: THREE BIBLIOGRAPHIES AVAILABLE

Women, Race and Ethnicity: A Bibliography is interdisciplinary, cites audiovisual as well as print materials, and covers Black, Latina, Asian/Pacific, American Indian, Jewish, and Euro-American women. It includes over 2,400 annotated entries and is fully indexed by subject. The 202-page bibliography, which was prepared with support from the University of Wisconsin Institute on Race and Ethnicity, is available from the Office of Women's Studies Librarian, University of Wisconsin System, 430 Memorial Library, 728 State Street, Madison, WI 53706 for $7.00. Checks should be payable to the University of Wisconsin-Madison. The Women's Studies Librarian's office has prepared many bibliographies in women's studies; a free list is available.

Integrating Latin American and Caribbean Women into the Curriculum and Research is interdisciplinary and contains essays on the status of women's research, curriculum integration strategies, course syllabi, and bibliographic resources. Edited by Christine Bose and Edna Acosta-Belen, it is available for $22.00 from the Center for Latin America and the Caribbean (CELAC), SUNY University at Albany Fund, SS-250, State University of New York, Albany, NY 12222.

Albany PR-Womanet Database contains over 500 annotated entries about Puerto Rican women. Available from CELAC for $22. "An Interdisciplinary Guide for Research and Curriculum on Puerto Rican Women" costing $11, is also available from CELAC.

FEMINISM ON A CATHOLIC CAMPUS

◆ *Initiatives*, the journal of the National Association for Women in Education 54:4, 1992, has devoted an entire issue to feminism on a Catholic campus. Articles explore issues such as Catholic identity, feminist and Catholic values, feminism and religious education, women's studies, counseling, and working with men.

Single copies cost $13 from NAWE, Suite 210, 1325 18th Street, NW, Washington, DC 20036-6511.

ELECTRONIC RESOURCES

◆ The number of electronic publications, data bases, and networks is expanding rapidly. Periodically, *Feminist Collections*, a quarterly of women's studies resources, lists and describes these new resources; the spring 1992 issue, for example, lists ten new computerized resources.

Feminist Collections is available from the University of Wisconsin System Women's Studies Librarian, 430 Memorial Library, 728 State Street, Madison, WI 53706.

NEW NEWSLETTER ABOUT WOMEN

◆ The first issue of the newsletter of the Institute for Teaching and Research on Women came out this past summer. The quarterly newsletter, *ITROW News*, contains information about the Institute, resources for faculty use and ideas about research on women and curriculum change.

The 12-page issue contains articles on women and development, a program to attract women to science, and a list of helpful resources. A subscription costs $5. Write Director, Institute for Teaching and Research on Women, Towson State University, Towson, MD 21204-7097.

University of Michigan-Flint
Dean for Student Services

The University of Michigan-Flint, one of three campuses of the University of Michigan, invites nominations and applications for the position of Dean for Student Services.

Located in a metropolitan area with a population of 430,500, the University of Michigan-Flint is a growing urban commuter university with a current undergraduate enrollment of 6,500. The enrollment consists of a significant number of nontraditional students, and a large evening program is offered. The Dean for Student Services is the chief student affairs officer and reports to the Chancellor of the University of Michigan-Flint. A member of the Chancellor's Cabinet, the Dean for Student Services both directs and acts as advocate for student-related functions. Responsibilities include Admissions, Counseling, Career Services, Educational Outreach, Financial Aid, Handicapped Student Services, Health Services, Minority Student Services, Orientation, Registration and Records, Student Life, and Tutorial Services. Candidates are expected to have broad experience in student services and at least three years experience in student services administration; demonstrated interest and commitment to student activities and concerns; strong leadership ability and skill in interacting with a diverse student population, faculty, staff, and administration; appropriate administrative skills and experience; and ability to initiate and implement effective programs. Experience at an urban commuter campus is desired.

A master's degree is required; a doctorate is preferred.

Applications should consist of a letter of nomination or application, a complete resume, and three letters of reference. In order to receive full consideration, applications and nominations must be received by January 19, 1993. Send all materials to:

DR. GREGORY VELAZCO Y TRIANOSKY
DEAN FOR STUDENT SERVICES SEARCH COMMITTEE
OFFICE OF THE CHANCELLOR
UNIVERSITY OF MICHIGAN-FLINT
221 UNIVERSITY PAVILION
FLINT, MICHIGAN 48502-2186

An equal opportunity/affirmative action employer

HOW TO ADVERTISE
IN JOB LINE AND ETCETERA

It's easy—and cost-effective—to advertise in the *About Women on Campus* Job Line and EtCetera.

Quarter page (3 1/2" x 5")	$150
Half page (3 1/2" x 9 1/2" or 7" x 5")	200
Full page (7" x 9 1/2")	300

We can accept camera-ready display ads or set type from your copy.

For more information or to reserve ad space, call 202/659-9330 or FAX 202/457-0946 or write:

About Women on Campus
1325 18th Street NW, Suite 210
Washington, DC 20036-6511

Setting The Standard

Defining Excellence in Education

FACULTY POSITIONS
SALARY RANGE: $30,111-$51,431

Applications are currently being accepted for anticipated Faculty positions beginning Spring and Fall 1993.

ACADEMIC

Anthropology, Art, Biology, Chemistry, Communication (Speech), Computer Science, Counseling, Economics, Education, English, English as a Second Language, Foreign Languages, Geography, Geology, Health, History, Humanities, Journalism, Library Science (Librarian), Mathematics, Music, Nursing, Philosophy, Photography, Physical Education, Physical Science, Physics, Political Science, Psychology, Reading, Recreation & Dance, Sociology, Social Work, Theatre Arts.

Academic areas **require** a minimum **of** a Master's Degree which includes **24 semester hours of upper** division and/or graduate credit **in the field** to **be taught.**

OCCUPATIONAL

Accounting, **Aircraft Maintenance Technology,** Automotive, Computer **Information Systems/DP/Office** Automation Systems (Office Education), **Drafting,** General Business/**Management/Marketing.**

Occupational areas require a minimum of 64 semester hours **OR** an Associate's Degree + 5 years of directly related occupational experience in the field to be taught, **OR** a Bachelor's Degree + 3 years of directly related occupational experience in the field to be taught, **OR** meet the Academic Requirements.

A separate faculty application and a complete set of unofficial copies of transcripts (inclusive of degree(s) conferred) are required for **each** discipline for which an applicant applies. All applications must be received by the Employment Office and clocked in by **5:00 p.m.** on the **final closing date, March 9, 1993.** To request a faculty application and further information on requirements, please call the Maricopa Community College District **Toll-Free** Number, 1-800-25-TEACH, or in Maricopa County, (602) 731-8491, Monday-Friday 8:00 a.m. - 5:00 p.m. MST. AA/EOE. Women and Minorities are Encouraged to apply.

MARICOPA COMMUNITY COLLEGES

MARICOPA COMMUNITY COLLEGES
EMPLOYMENT DEPARTMENT
2411 West 14th Street
Tempe, AZ 85281-6941

The University of Vermont

Office of Development

DIRECTOR OF THE ANNUAL FUND

The University of Vermont seeks an articulate and talented individual to serve as the Director of the UVM Fund, the University's annual giving program. Established in 1791, the University of Vermont is located in Burlington, a city of 50,000, situated between the Adirondack and Green Mountains on the shores of Lake Champlain. The University has a total enrollment of appproximately 11,000, including 8,000 undergraduates, and a national alumni body of 66,000.

The Director of the UVM Fund is responsible for the successful leadership and management of the University-wide annual giving program, which includes reunion giving, alumni giving, leadership giving, and a Parents Fund which rates among the best in the nation. The Director will coordinate annual giving programs with related offices throughout the University, and a cadre of volunteers to ensure broad participation from the University's diverse constituency of alumni, parents, and friends. The Director will lead eight staff, manage the UVM Fund budget, and report directly to the Vice President for Development and Alumni Relations.

The successful candidate must have a bachelor's degree and at least five years of significant related experience or an equivalent combination of education and experience. Individuals must have demonstrated success in managing staff and volunteers, fundraising, stewarding gifts, and effectively communicating with diverse constituencies. An understanding of complex organizations and the relationship of annual giving to advancement goals is essential. Travel is required. Salary commensurate with experience.

Applications are now being accepted. The search committee will begin reviewing applications immediately, but the search will continue until the position is filled. Please send a cover letter, detailed résumé, and at least three references with addresses and telephone numbers to:

Susan M. Vanacek, Search Committee Chair
Office of Development, University of Vermont
411 Main Street, Burlington, Vermont 05401-3470

Women and people from diverse racial, ethnic, and cultural backgrounds are encouraged to apply. The University of Vermont is an Equal Opportunity, Affirmative Action Employer.

SYRACUSE UNIVERSITY

CHEMISTRY
ASSISTANT PROFESSOR

The Department of Chemistry at Syracuse University invites applications for an expected tenure-track position as an Assistant Professor of Chemistry. Individuals with research interests in synthetic chemistry are encouraged to apply. Deadline for applications is February 1, 1993. Candidates may apply by sending a curriculum vitae, a list of references, and an outline of research plans to:

Dr. Lawrence Nafie
Chair, Department of Chemistry
1-014 Center for Science and Technology
Syracuse University, Syracuse, NY 13244-4100

AA/EOE

STANFORD UNIVERSITY
SCHOOL OF ENGINEERING

ASSOCIATE DEAN FOR ADMINISTRATION

The School of Engineering is currently seeking an experienced individual for the position of Associate Dean for Administration. The school consists of ten academic departments with 200 faculty, 2,700 graduate students, 1,200 undergraduates, and 375 staff. On a consolidated basis, the school expends over $100 million per year.

As senior manager, working closely with the Dean and Senior Associate Dean, you will be responsible for the overall administration of the School and will assist in the development of long-range plans. Included in the planning will be consideration of faculty/staff billets, research funding/requirements, graduate student financial aid, and classroom/lab teaching loads. Other responsibilities include allocation of the University operating budget and School discretionary funds and managing the faculty salary-setting process.

Qualifications: MBA degree or equivalent experience; leadership/managerial experience in a large and complex academic environment; experience in long-range planning and in budgeting, analyzing, and reporting on all types of income, expense, and fund balances; excellent analytical/organizational skills; working knowledge of computer applications/capabilities; excellent verbal/written communication skills and interpersonal skills; commitment to the University's internal/external Affirmative Action principles and practices.

Salary range: $75K-OPEN (depending upon years of applicable experience).

Send resume, cover letter, and the names, addresses, and phone numbers of three references to:

Ms. Rene Cortinaz
#J921652
School of Engineering
222 Terman
Stanford University
Stanford, CA 94305-4027

Deadline: January 22, 1993

EOE/AA

CALTECH

Coordinator of the Caltech Resource Center for Women/ Center for Women In Science and Engineering

The mission of the Center is to promote the education and careers of all women at Caltech—faculty, students, and staff—especially in science and engineering. The Coordinator will organize workshops, seminars, and educational programs to heighten awareness of gender issues and foster equality throughout the Caltech community. Please send a resume and have three letters of recommendation sent to:

Women's Center Search Committee
Mail code 147-75
Caltech
Pasadena, CA 91125

SYRACUSE UNIVERSITY

Maxwell School of Citizenship and Public Affairs
The Program on the Analysis and Resolution of Conflicts
Director-Professor / Associate Professor

• • •

Syracuse University's Maxwell School of Citizenship and Public Affairs invites applications for a tenured faculty appointment in a Maxwell department who will serve as Director of the Program on the Analysis and Resolution of Conflicts (PARC), starting in the 1993-94 academic year. The Director should be a person with a scholarly background in an area of social conflict analysis and resolution, a solid grounding in sociology and/or political science, as well as an interdisciplinary interest, and some orientation toward practice and policy. Substantive areas of expertise which would complement existing program strengths include (among others) conflict resolution, peace studies, nonviolent action, international relations, and social movements. Relevant non-academic and administrative experience is desirable.

The Director will be responsible for overall program leadership and development. PARC is an interdisciplinary research and theory-building center, focusing on the transformation of intractable conflicts so that they become more amenable to just and enduring solutions. Although not degree-granting, PARC is a major locus of graduate student training within the Maxwell School and also oversees an undergraduate major in Nonviolent Conflict and Change. Areas of concern include environmental, international, interpersonal, and ethnic conflicts in comparative settings. PARC is currently receiving support from the Hewlett Foundation, and PARC's continued enhancement is a high priority with the Maxwell School's recently announced $50 million fund-raising campaign.

Applicants should be eligible for a tenured appointment at the rank of Professor or Associate Professor in one or more of the Maxwell departments–Anthropology, Economics, Geography, History, Political Science, and Sociology. Persons interested should send a letter of application, resume, and names of several references to: Professor Louis Kriesberg, Chair, PARC Search Committee, Syracuse University, 712 Ostrom Avenue, Syracuse, NY 13244. Women and minorities are especially encouraged to apply. Syracuse University is an EO/AA employer.

THE UNIVERSITY OF NEW ORLEANS

PROVOST AND VICE CHANCELLOR FOR ACADEMIC AND STUDENT AFFAIRS

The faculty and Chancellor of the University of New Orleans invite nominations and applications for the position of Provost and Vice Chancellor for Academic and Student Affairs. The University of New Orleans is the comprehensive urban university in the Louisiana State University System.

Repsonsibilities
The Provost and Vice Chancellor for Academic and Student Affairs is the University's chief academic officer, reporting directly to the Chancellor and serving as Acting Chancellor in the Chancellor's absence. The Provost and Vice Chancellor for Academic and Student Affairs considers and acts on all academic personnel recommendations; coordinates and directs the activities of the academic deans, Dean of the Library, Academic Support Services and Student Affairs; and considers and acts on all budget requests from these units.

Qualifications
All candidates must have an earned doctorate and be eligible for appointment to the rank of full professor with tenure in an academic department; an established record of teaching, scholarship, and research; the ability to work effectively with administration, faculty, students, staff, and the community; and demonstrated leadership ability.

The University
Founded in 1958, UNO now has 16,300 students, 535 full-time academic personnel, 340 part-time faculty members and an administrative and nonacademic staff of 790. The University's operating budget is approximately $98 million, including grants and contracts. UNO has six colleges—Business Administration, Education, Engineering, Liberal Arts, Sciences, and Urban and Public Affairs—and a comprehensive library totaling more than 1.6 million items in various formats. UNO offers bachelor's degrees in 56 fields of study, master's degrees in 43 fields, and doctorates in 13 fields including Chemistry, Education, Financial Economics, Political Science, Psychology, and Urban Studies.

Applications
Application review will begin on December 1, 1992 and will continue until the appointment is made. All applications should consist of a letter of application, a curriculum vitae, and the names, addresses, and telephone numbers of at least five references. Applications, nominations, and requests for additional information should be directed to:

Dr. John N. Crisp, Chair
Search Committee for Provost
and Vice Chancellor for Academic and Student Affairs
c/o College of Engineering
University of New Orleans Lakefront
New Orleans, LA 70148

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY UNIVERSITY

AN INVITATION
TO PARTICIPATE IN IDENTIFYING GLOBAL PRIORITIES

The United Nations has scheduled a World Conference for Women to be held in Beijing in 1995 to assess the current status of women worldwide.

In preparation for the conference, the United States Council for the UN International Research and Training Institute for the Advancement of Women (INSTRAW) is promoting a series of conferences throughout the United States to discuss women's condition worldwide. The goal of each conference is to identify a handful of critical objectives (such as, all seven-year-old girls should be in school by the year 2000) that can be easily explained and understood, have important ripple effects, and can be monitored effectively.

Plans are under way for conferences at the University of California at Berkeley, the University of Iowa, Washington, DC, Boston, and Los Angeles. For further information, contact Irene Tinker, President of the US Council for INSTRAW, 7517 Claremont Avenue, Berkeley, CA 94705.

STATEMENT OF OWNERSHIP MANAGEMENT AND CIRCULATION

1. Title of Publication: *About Women on Campus* (007-913)

2. Date of Filing: September 25, 1992.

3. Frequency of issue: Four times a year.

4. Location of known office of publication: 1325 18th St., NW, Suite 210, Washington DC 20036-6511.

5. Location of general office of publisher: 1325 18th St., NW, Suite 210, Washington DC 20036-6511.

6. Names and addresses of Project Director, Editor, Business Manager

Project Director: Dr. Patricia Farrant, The American College Testing Program, PO Box 168, Iowa City IA 52243.

Editor: Dr. Bernice R. Sandler, Center for Women Policy Studies, 2000 P St., NW, Suite 508, Washington DC 20036.

Business Manager: Dr. Patricia Rueckel, National Association for Women in Education, 1325 18th St., NW, Suite 210, Washington DC 20036-6511.

7. Owner: National Association for Women in Education, 1325 18th St., NW, Washington DC 20036-6511.

8. Known bondholder, mortgages and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities: None.

9. For completion by non-profit organizations authorized to mail at special rates (Section 132, 122, Postal Service Manual): The purpose, function, and non-profit status of this organization has not changed during the preceding 12 months.

10. Extent and nature of circulation

		Average number during preceding 12 months	Actual number of copies of single issues published nearest to filing date
A	Total copies printed	3,900	2,700
B	Mail subscriptions	0	
C	Total paid circulation	2,957	2,169
D	Free distribution (samples)	150	100
E	Total distribution (sum of C&D)	3,106 8	2,269
F	Copies not distributed	794	431
G	Total (sum of E&F)	3,900	2,700

I certify that the statements made by me above are correct and complete.

Patricia Rueckel, Business Manager

VISIONARY WOMEN

CHALLENGING ASSUMPTIONS
INSPIRING CHANGE
National Association for Women in Education
1993 Conference
March 3-6 • Seattle

For information: NAWE, 1325 18th Street NW, Suite 210
Washington DC 20036 202/659-9330

National Conference for
COLLEGE
WOMEN
STUDENT
LEADERS

JUNE 3-5

For information:
National Association for Women in Education
1325 18th Street NW, Suite 210, Washington DC 20036
202/659-9330

WOMEN'S INTERNATIONAL NETWORK NEWS

REPORTS ON
WOMEN'S DEVELOPMENT
WORLD WIDE

187 GRANT STREET, LEXINGTON MA 02173
SAMPLE FREE/$1.00 POSTAGE

BEST COPY AVAILABLE

☐ **YES** *I am concerned about women on campus and want to enter my subscription to* About Women on Campus.

Special introductory subscription rates:

Individual	1 year (four issues)	$20	**Institution**	1 year (four issues)	$28
	2 years (eight issues)	$35		2 years (eight issues)	$50

Foreign subscriptions: **Please add $7.00 per subscription to cover additional postage.**

Discounts are available for bulk subscriptions mailed to a single institutional address.
Call 202-659-9330 (FAX 202-457-0946) for details.

Name ______________________________

Title ______________________________

Institution ______________________________

Address ______________________________

City/State/Zip ______________________________

Send subscription form and check or institutional purchase order made payable to NAWE to:
***About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511**

☐ **AND** *I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations.*

Send information about membership to the address I have provided above.

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511

Second Class Postage
Paid at Washington DC

HE

ABOUT WOMEN ON CAMPUS

VOLUME 2 NUMBER 2 ◆ SPRING 1993

SEXUAL ASSAULT

RAPE VICTIM SUES GEORGE MASON UNIVERSITY FOR $2.1 MILLION

◆A female student who was raped in her dormitory by three male students is suing George Mason University for $2.1 million in damages, claiming that campus police subjected her to a "brutal, insensitive and humiliating interrogation." A counselor was not allowed to be present during the interrogation. The charges also claim that campus police were negligent in collecting and preserving evidence and took the wrong bedding to the forensic laboratory. The woman was 17 and a first-year student when the rape occurred on September 2, 1991.

The institution said that the three students were disciplined but would not state how or reveal whether they had been suspended. The woman also stated in her suit that after she reported the rape, both university officials and the police tried to coerce her into withdrawing from the university.

STUDENTS PROTEST AGAINST FAILURE TO HANDLE RAPE ISSUES

◆On many campuses students are taking an active role in criticizing the way sexual assault is handled by their institution.

- Women Against Rape at Arizona State University took to the streets when charges of acquaintance rape were dropped against basketball player Dwayne Fontaine. Members were arrested when they outlined their bodies on the sidewalks with chalk, adding slogans such as, "Rape is not a sport."
- When an Ohio State University female student who had been raped complained that she had been left unattended for several hours in the emergency room, approximately 55 students protested at President E. Gordon Gee's office. They asked for increased financing and a written statement from the president and the campus police detailing the procedures taken to deal with victims.

Gee responded with a full-page article in the student newspaper, along with a ten-point "guarantee" from campus police describing how rape victims would be treated. The university also agreed to include discussion about rape in the first-year orientation program.

CONTENTS

Sexual Assault 1
Sexual Harassment 3
Working in Academe 5
From Around the Campus 7
Fraternities 8
Women's Studies 10
Women in Athletics 11

- A secret group at the University of Virginia has been offering to help victims of sexual assault. The Southern Society has been taking ads in the student newspaper offering unspecified help to rape victims. When contacted by a student reporter, the founder of group, a male student, said that he was "disgusted" by rape and didn't want anyone to get away with it. The group is said to have about 20 members. Clair Kaplan, the school's coordinator for sexual assault education, spoke with the founder concerning her worries about vigilantism.

NEW FIGURES ON COERCED CAMPUS SEX

◆A study of college students reports that 55.7 percent of men say they have used coercion for sex: 23.7 percent say they have gotten a woman intoxicated with drugs or alcohol in order to have sex with her and 8.6 percent say they have forced a woman into sex with physical violence.

Women reported even higher figures: 70.8 percent say they have been verbally coerced; 27.9 percent say they have been too intoxicated to consent; and 13.2 percent report they have been physically forced to have intercourse. The research was done by Scott Boering, a sociology doctoral student at the University of Florida.

STUDENTS PROTEST MEN-ONLY RAPE AWARENESS GROUPS

◆When the University of Florida scheduled a December 1992 all-male rape education program for the second year in a row, seven women and two men, all members of the campus National Organization for Women, forced their way into the meeting and distributed leaflets to the audience. Housing officials followed the protesters, taking away the leaflets from the men, saying "You don't have to keep that."

The campus NOW was protesting not only the all-male character of the group but inaccurate information that had been presented during a similar meeting the previous year, at which a campus policeman was quoted as saying that "Approximately 50 percent of the rapes reported [at UF] are false. The girls are trying to get back at someone; some girls are emotionally unstable."

ABOUT WOMEN ON CAMPUS

Women's Issues Project
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant
Editor: Bernice Resnick Sandler
Business Manager: Patricia Rueckel

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $65 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

ISSN: 1061-768X

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511

Volume 2, Number 2, Spring 1993

© 1993 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, or disability in any of its policies, procedures, programs, or practices.

The all-male meeting violated Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in educational institutions.The meeting also violated Florida's Sunshine Law, which requires that official meetings be open.

NEED HELP IN PLANNING PROGRAMS ABOUT SEXUAL ASSAULT?

◆*Peer Educator Training and Presentation Manual* contains outlines and materials used in training undergraduate students who work with students and in the community facilitating discussions and other programs on the issue of date rape. Each training session includes an outline and resource materials about acquaintance rape and facilitating skills. Exercises, presentation materials, resources (including a list of videos), and pretraining materials (such as examples of advertising and application materials) are also included.

Written by Paul Bramblett, Linda Hellmich, Charles Martin, and Wendy Perkins, the 68-page manual is available for $16 from Graduate Coordinator, Sexual Assault Recovery Service Peer Education Program, Student Health Care Center, University of Florida, Gainesville, FL 32611.

BEST COPY AVAILABLE

The peer educator program at UF was originally designed by Claire Walsh.

Taking Charge is designed as an aid in developing prevention programs for acquaintance rape. The guide provides data, structure, and formats for implementing educational programs. Although intended for use in residence halls, the information can readily be used for programs in other settings. Materials for presenters and examples of forms they can use are included. Written by Rochelle S. Boomhower, Jackie Gale, and Andrea Kelley, the 60-page guide costs $5 per copy, with bulk rates for five or more copies. Write Johnson State College, Counseling Services, Mart. 214, Johnson, VT 05656.

WANT ASSISTANCE IN EVALUATING RAPE SERVICES?

♦ A new checklist, developed by the State Council of Higher Education for Virginia, can help. The six-page guide contains 28 questions covering policy, enforcement, education and prevention, treatment and support, and assessment. For most questions, additional questions suggest "indicators" for further evaluation. Developed by Vicki Mistr, single copies of the checklist are available free from the State Council of Higher Education for Virginia, James Monroe Building, 101 North Fourteenth Street, Richmond, VA 23219.

SEXUAL HARASSMENT

UC-BERKELEY FAULTED ON HANDLING SEXUAL HARASSMENT PROCEDURES AND COMPLAINTS

♦ The US Department of Education has found that the University of California's procedures for handling allegations of sexual harassment are inadequate and violate Title IX, the law that prohibits sex discrimination on campus.

The charges stemmed from the complaint of a student who said she had been harassed by a Berkeley police officer after she was arrested during a demonstration. When the student first decided to file a complaint, university officials were uncertain as to how she should file. When she subsequently filed the complaint and was told it was too late, she filed with the U.S. Department of Education.

The government made no finding on the specifics of the charge. The university has agreed to change its policies and educate its staff about filing procedures.

Students also complained about the handling of unrelated charges of sexual harassment in the architecture department. Graduate student Katherine P. Peterson was told she should not be in the architecture program because she is a mother and could not devote full-time attention to her studies. She and others complained that the university was

STALKING: A NEW ISSUE

A number of campuses are reporting instances of male students stalking women students. Less than half of the states have enacted legislation specifically prohibiting stalking. Florida legislation, for example, prohibits both stalking and harassment:

Any person who willfully, maliciously, and repeatedly follows or harasses another person commits the offense of stalking, a misdemeanor of the first degree...

Any person who willfully, maliciously, and repeatedly follows or harasses another person, and makes a credible threat with the intent to place that person in reasonable fear of death or bodily injury, commits the offense of aggravated stalking, a felony of the third degree...

Although a relatively rare campus problem, stalking is serious and difficult to deal with. Institutions might want to examine their judicial codes to see how stalking behaviors are covered (if at all) and to consider amendments, if needed. A few local jurisdictions have also enacted anti-stalking ordinances.

Representative Joseph P. Kennedy II (D-MA) is planning to introduce legislation which would require states to enact anti-stalking legislation if they participate in grants under the Omnibus Crime Control and Safe Streets Act of 1968.

slow to handle the charges and gave her no information about the status of the complaint until she and other women held a news conference. Shortly thereafter, Peterson received a letter stating that the complaint had been resolved—but she was not told how. The university cites confidentiality. *[Editor's note: Some women believe that not revealing how the institution is handling a charge of harassment is analogous to a judge telling the victim of a mugging, "Trust me, I've taken care of the problem."]*

In a second incident in the same department, two Asian-American women charged that a graduate-student instructor had made racially demeaning and sexist comments, including telling them that Asian women should be subservient.

YALE PROFS ORDERED TO ATTEND HARASSMENT WORKSHOPS

◆ Following two controversial sexual harassment cases in 1992, Yale University is requiring all faculty to attend workshops on sexual harassment and is also is revising its policies.

One of the cases involved a student who filed a complaint stating she had been harassed by a professor during a campus visit four years earlier. Her attempt to file a complaint at that time was turned away because the harassment occurred while she was not yet a student. The professor has since been reprimanded and the policy changed. The second case involved a graduate student who accused a history professor of harassment. The professor resigned and returned to the University of California at Santa Barbara, where he had previously taught. Although the complaint was found to have merit, nothing was done because the professor was no longer at Yale. University officials at Santa Barbara were not informed and students there criticized Yale for its inaction.

UNIVERSITY OF NEW MEXICO POLICIES CRITICIZED

◆ Three sexual harassment complaints against the student editor of the University of New Mexico's *Daily Lobo* have resulted in his suspension from the post. Two of the three complainants also criticized UNM's policy.

One noted that she had spoken to the vice president for student affairs, the director of the women's center, an assistant dean of students, officials at the student health center and mental health center, advisers in the colleges of arts and sciences, journalism department professors, and the campus chief of police, trying to get information about the complaint process. Although she described all of them as sympathetic, she stated that no one could give her advice about what to do or answer her questions.

The student eventually filed two complaints, one with the equal opportunity programs office using the sexual harassment policy, and one with the dean of students' office, using the procedure for violations of the UNM code of conduct. John Samson, the suspended editor, claims that allowing the same complaints to be filed with two separate offices violates his right to due process.

UNIVERSITY OF MINNESOTA SYSTEM DEVELOPS PLAN TO EDUCATE THE EDUCATIONAL COMMUNITY

◆ As a result of 1992 state legislation requiring all Minnesota postsecondary institutions to strengthen programs to prevent sexual harassment and violence, the University of Minnesota has developed a comprehensive plan dealing with policies, programs, training, and other efforts. The 36-page plan, one of the most comprehensive plans developed anywhere, was submitted to the Higher Education Coordinating Board for approval.

The plan covers campus security as well as educational and training programs that detail targeted faculty, staff, and student audiences, content, evaluation procedures, responsibility at the system and unit levels, and what must be in each training plan.

For further information, contact the Minnesota Higher Education Coordinating Board, 400 Capitol Square Building, 550 Cedar Street, St. Paul, MN 55101.

SEXUAL HARASSMENT AND WORKER'S COMPENSATION LAWS: A CLASH?

◆At least not in Virginia, where the legislature passed a bill overturning a 1990 Virginia Supreme Court decision which limited workers' claims under state law for damages caused by sexual harassment exclusively to the Virginia Workers Compensation Act. The new legislation, passed on July 1, 1992, clarifies that plaintiffs seeking tort remedies for damages caused by sexual harassment at work can bring claims under state law.

Unlike claims brought under Title VII, the federal anti-discrimination law, claims under state law are not subject to a cap on damages, exhaustion of certain administrative remedies, and the jurisdictional threshold that employers have at least 15 employees.

REPRESENTATIVE INOUYE CANCELS COLLEGE SPEECH

◆In our fall 1992 issue, we reported that US Supreme Court Justice Clarence Thomas canceled his appearance at Seton Hall University School of Law when informed that the Women's Law Forum planned a protest.

Now we report that Representative Daniel K. Inouye (D-Hawaii) canceled his appearance as commencement speaker for the December 1992 graduation ceremonies at the University of Hawaii. A spokesman for Inouye stated that he was concerned that there might be protests against him because of charges of sexual misconduct. Inouye was said to be worried that the protests would detract from the ceremony. Complaints of sexual harassment surfaced during Inouye's reelection campaign; Inouye denies the allegations.

NEED HELP IN DEALING WITH SEXUAL HARASSMENT?

◆*Sexual Harassment in Higher Education: Concepts and Issues* may have the answers. The 70-page booklet cogently analyzes many aspects of sexual harassment and covers definitions, incidence, legal context, institutional policies and procedures, and consensual amorous relationships, and includes a list of references. Appendices provide a typology of sexual harassment, a sexual experiences questionnaire, and examples of campus policies on sexual harassment.

Written by Louise F. Fitzgerald, the booklet can be ordered for $10 from the Office of Higher Education, National Education Association, 1201 16th Street NW, Washington, DC 20036.

WORKING IN ACADEME

DEALING WITH THE DUAL CAREER DILEMMA

◆Recognizing that new faculty and top administrative hires increasingly involve dual career couples, the University of Nebraska-Lincoln has developed a dual career program and policy statement. All advertisements must have as their final sentence "The University of Nebraska-Lincoln is responsive to the needs of dual career couples." A brochure about the program is included in the packet of materials sent before an on-campus interview, so that candidates know their candidacy will not be jeopardized if they raise the issue of partner employment.

A dual career coordinator works as external liaison with the community for those partners seeking professional employment outside the university. If the partner is seeking an academic position and has the appropriate degree, the assistant vice chancellor initiates contact with the chair of the department or unit hiring the candidate, the chair of the department representing the partner's discipline, and the appropriate college deans; the assistant dean facilitates negotiations. Similar procedures exist for partners seeking non-faculty employment within the university.

Also available are faculty fellowship programs, a one-year, part-time, salaried temporary appointment within an appropriate department, which provides the partner with a base from which to seek ongoing employment, conduct research, or seek external funds. A one-time stipend of $15,000 plus appropriate benefits, as well as office space and departmental services may be offered.

For further information, contact Liz Grobsmith, Assistant Vice Chancellor for Academic Affairs, Dual Career Program, University of Nebraska-Lincoln, 14th and R Streets, Lincoln, NE 68588. Oregon State University and the University of Oregon have similar programs.

MILLIONS FOR SEX DISCRIMINATION SETTLEMENTS

◆At least $10.6 million will go to employees at Massachusetts' 15 community colleges. As many as 1,200 women are involved the 16-year-old wage dispute. The women had charged that the colleges used discriminatory standards for promotion and salary increases. Back pay awards will probably range from $500 to $50,000, and about $1.3 million will go to some current employees for salary increases. The settlement may be the largest in an equal-pay case in the state.

• The University of Hawaii has settled a sex-discrimination case for $1.27 million. Kay Austen, a tenured assistant professor in the English department, filed charges in 1992, claiming that she had been discriminated against because of her activites promoting women's rights in the department.

Austen was fired after a medical leave because of a ruptured cervical disk; physicians said the condition resulted, in part, from a stressful work environment.

The Chronicle of Higher Education reports that Austen plans to work with Anne Margolis, a former Williams professor who won a sex-discrimination suit there, to set up a clearinghouse for other professors battling sex discrimination cases.

A GLASS CEILING FOR WOMEN IN ECONOMICS

◆Although 22 percent of the PhDs in economics over the last decade have been awarded to women and 20 percent of the assistant professors are women, only 8 percent of associate professors and less than 4 percent of full professors are female at the 80 universities with graduate-level economics programs.

In a study of 30 top-ranked departments, the committee on the status of women of the American Economics Association found that only 19 (3%) of 572 tenured professors were women.

The following schools, for example, had no women tenured full professors: Brown, Carnegie-Mellon, Cornell, New York University, Princeton, Northwestern, Stanford, University of California at Los Angeles, Wisconsin, and Yale

FLORIDA LEGISLATURE REQUIRES EQUITY ACCOUNTABILITY PROGRAM

◆The state legislature in Florida has passed a bill requiring all state universities to submit a plan for increasing the number of women and people of color in senior-level administrative positions, ranked faculty positions, and tenured positions.

The first equity accountability plans were to have been submitted to the legislature on September 1, 1992. Each state university president must submit an annual equity accountability report to the chancellor and the board of regents.

In addition, progress in achieving annual and long-range hiring and promotional goals and objectives will be a factor in evaluating university presidents, vice presidents, deans, and chairpersons, and annual budget allocations for positions and funding will be based on this evaluation. Beginning in January 1994, the chancellor and the board of regents will evaluate the performance of university presidents in achieving the annual and long-range goals and objectives.

NEPOTISM: CAN A WIFE SUPERVISE HER HUSBAND?

◆Although nepotism rules prohibiting the hiring of a spouse have virtually disappeared, many states and institutions still have laws or rules which prohibit spouses as co-workers and/or a spouse from supervising a partner.

The Illinois Supreme Court has left intact a lower court ruling which stated that such policies violate the state's ban on discrimination on the basis of sex, which includes a ban on discrimination on the basis of marital status.

The judges said that if it were shown a manager could not effectively supervise someone with whom he or she has a close personal relationship, the same situation could arise with other kinds of pairings. Thus, to single out the husband-wife relationship was discriminatory because the policy "is clearly triggered by a party's marital status and imposes a direct burden upon marriage. A person who remains single would not be affected by the rule." Courts in Minnesota, Montana, Washington State, and Hawaii have ruled similarly.

While the ruling does not affect federal anti-discrimination laws such as Title VII of the Civil Rights Act and Title IX of the Education Amendments of 1972, a suit could be filed under these laws to challenge similar rules or other state laws which prohibit one spouse from supervising the other.

The case was *River Bend Community* v. *Illinois Human Rights Commission.*

WOMEN CHEMISTRY PROFS INCREASE BY ONE PERCENT

◆That is, over an eleven-year period. In 1980, 24 percent of women in academe with chemistry PhDs were full professors. By 1991, the number had increased to 25 percent.

The study by the American Chemical Society also found that approximately one-third of the women surveyed reported experiencing sexual harassment.

RECOMMENDATIONS ABOUT WOMEN IN POLITICAL SCIENCE

◆A comprehensive set of recommendations to improve equity for women has been developed by the committee on the status of women of the American Political Science Association. The recommendations cover a wide array of issues: recruitment, progress through the ranks, faculty development, departmental climate, and graduate students, including financial aid and mentoring.

The report appeared in the September 1992 issue of *PS: Political Science and Politics*, pp. 547-554.

FROM AROUND THE CAMPUS

GRAFFITI SPURS DEAN TO MEET WITH STUDENTS

◆When sexist and racist graffiti was discovered in the stairwells of the University of Houston's College of Architecture, Dean of Architecture Robert Timme took the unusual step of calling a school meeting and condemning the graffiti.

One picture showed a four-foot ejaculating penis with the words "Thanx 4 Coming" next to it. Another showed a headless and armless woman sitting bare-breasted with her legs spread apart. On the floor of one landing was a caricature resembling Buckwheat of "The Little Rascals," accompanied by the words "Buckwheat has been shot." The stick figure had blood on its chest. *[Editor's note: Racist and sexist graffiti is common on many campuses but few campuses have programs to identify and remove it.]*

A WOMAN'S PLACE: STILL AT HOME

◆Twenty-five percent of first-year students agree with the statement "Married women's activities are best confined to home and family." The statement was part of a survey of more than 213,000 students entering more than 400 two-year and four- year institutions in the fall of 1992.

Over 30 percent of the men and 21.3 percent of the women answered positively. [One can speculate about the implications for married women faculty when large numbers of students may believe their presence in the classroom is inappropriate.]

Just under 80 percent of the students' mothers were in the workforce, 6 percent were unemployed, and slightly more than 14 percent were full-time homemakers. The survey was reported in *The American Freshman: Na-*

tional Norms for Fall 1992, published by the American Council on Education and the University of California at Los Angeles Higher Education Research Institute.

MORNING-AFTER PILL AVAILABLE IN SOME SCHOOLS

◆Some schools are using morning-after pills for students who have had unprotected sex or when contraceptive measures have failed. Technically known as post-coital contraception, the pills are prescribed for women who have had unprotected sexual intercourse within the previous 72 hours (including victims of sexual assault) and are worried about becoming pregnant.

In a study of 24 student health services at major institutions, 20 of the 22 responding offered the pills. Included were Harvard, Princeton, Yale, and the Universities of Florida, Pennsylvania, and Texas. Georgetown and Georgia Tech did not provide the pill. Robert A. Hatcher, professor of gynecology and obstetrics at Emory University Medical School (GA), who conducted the survey, stated that some schools are reluctant to let students know that post-coital contraception is available.

UPS AND DOWNS FOR WOMEN IN ACADEME

◆**Medical Schools**: Over 39 percent of first-year students in 1990-91 were women, continuing a trend of more than a decade.

Business Schools: An increasing number of business schools report that the number of women applying and entering has been declining. The Graduate School of Business of the University of Chicago reports an 8 percent drop in applications from women between 1987 and 1992. Over the same period, Columbia University Business School reports a 2.5 percent drop and the Sloan School of Management at the Massachusetts Institute of Technology reports a 4 percent decrease.

Degrees: Women earned 53.9 percent of bachelor's degrees, 52.6 percent of master's degrees, and 38.4 percent of doctoral degrees in 1992, representing increases at all levels.

SCHOLARSHIPS FOR SINGLE MOTHERS

◆For single mothers attempting to enter or return to school, money is a major obstacle. One of the few aid programs to address single mothers, the Arkansas Single Parent Scholarship Fund was established in 1990. The program works with organizations and individuals at the county level to develop incentive scholarship funds.

Program staff provide on-site training in setting eligibility criteria, generating publicity, selecting recipients and fund-raising. A matching grant component offers up to $3,000 annually to groups which raise money for scholarships on a local basis. Begun in 1983, the program is supported by grants from private foundations. Hillary Clinton chaired the statewide board of directors.

For information about setting up a similar program, contact the program office at 2325 N. Gregg Street, Fayetteville, AR 72703.

FRATERNITIES

FRATERNITY SONGS AND WRITINGS: COMING UNDER CRITICISM

◆Our winter issue reported that fraternity songs were criticized at the University of California at Los Angeles for violently sexist, racist, and homophobic lyrics.The songs celebrated mutilation (such as using a cheese grater to mutilate women's breasts), cannibalism, necrophilia, sex with children, and sadism. Theta Xi, which required its pledges to memorize the songs, was subsequently suspended from its national organization.

An Occidental College (CA) fraternity, Alpha Tau Omega, has also been temporarily suspended by its national headquarters because of a poem describing a violent rape which was printed in the fraternity's newsletter. The poem described "a girl in town named Sally Brown" who is forcibly sodomized by "Buffalo Pete," whose genitals are described in exaggerated language. The newsletter also included an invitation urging fraternity members to bring their "buddies and slutties" to an upcoming party.

The poem was sent anonymously to Corin Swift, a member of the campus' Feminist Consciousness Coalition, who then sent at least 50 copies of the newsletter to various administrators and faculty and distributed copies on campus. Women further complained that members of the fraternity also sang a song about mutilating a woman's genitals. Two years ago, similar offensive references to women by ATO led to a candlelight vigil outside the fraternity house, and the school required members to participate in a workshop on sexual harassment. Occidental was considering further action at this writing.

At the University of New Hampshire, Lambda Chi Alpha was disciplined when a copy of a song sheet for pledges was given to the office of the Sexual Harassment and Rape Prevention Program (SHARPP). The songs objectified, demeaned, and degraded women. In consultation with SHARPP, the assistant director of student activities and Greek advisor Betsy Parente confronted the chapter president, who on behalf of the fraternity admitted responsibility. The sanctions for the fraternity were as follows:

- Publishing an apology in the student newspaper
- Conducting education programs for the Greek system in conjunction with other campus organizations and offices
- Working with the Women's Commission to determine how the fraternity will promote education and awareness of gender objectification and victimization
- Drafting a policy for adaption by the Interfraternity and Panhellenic Council that specifically prohibits insulting and demeaning speech based on gender, race, ethnic origin, sexual orientation and religious preference
- Presenting a program based on this experience to the entire Greek system during the annual Greek Leadership Conference.

Lambda Chi Alpha also issued a news release to local media denouncing the songs and the chapter for including them as part of pledge activities. The fraternity will not be the first at UNH to present educational programs; Sigma Beta conducted a series of workshops with pledges on male gender roles, alcohol, and sexual assault. Phi Kappa Theta raised over $1,000 for SHARPP.

It is not unusual for fraternity poems and songs to be extraordinarily sexist, racist, and homophobic.

DUKE WOMEN CONFRONT FRATERNITIES

◆When Duke University fraternities put up flyers for its fall "Cattle Roundup"—parties for first-year female students—the Duke women's coalition also put up flyers warning women about the relationship between heavy drinking and date rape. Coalition members also sat outside some fraternities to help drunken guests return to their dormitories safely.

Opposition to fraternity sexist activities has been growing. Twenty-three students wrote the student newspaper and succeeded in having an offensive advertisement for a "Carnal Knowledge" party withdrawn. One fraternity began to work with Men Acting for Change, another campus group, when new members of the fraternity who fulfilled university requirements by attending a play about acquaintance rape, wanted to change the fraternity atmosphere.

HOLDOUT GREEKS OPPOSE COEDUCATIONAL GREEK SYSTEM

◆Rather than integrate, two fraternities and one sorority at Bowdoin College (ME) have disbanded. The remaining fraternity, Delta Kappa Epsilon, is challenging the college's policy requiring all student organizations to admit both sexes by July 1, 1993. DKE has asked alumni who are former members to withhold contributions to the college. The remaining fraternities at the formerly all-male school (women were admitted in 1971) have been coeducational for a number of years.

FREE SPEECH AND FRATERNITIES: A LEGAL ANALYSIS

◆Fraternity actions are often justified as protected free speech. In "Privileged Violence, Principled Fantasy, and Feminist Method: The Colby Fraternity Case," Martha T. McClusky analyzes this issue in a well-reasoned discourse, using a Colby College (ME) fraternity case to explain how fraternity actions interfere with other people's civil rights and to show how traditional ways of applying civil rights protections are inadequate. The article appeared in the *Maine Law Review*, 44(2),1992, 261-313.

WOMEN'S STUDIES

ARE WOMEN'S STUDIES COURSES HOSTILE TO MEN?

◆Certainly not, according to a study examining the attitudes of women students who took such courses. To the contrary, women seem to have more understanding of men and their behavior *after* taking such a course.

Author Dan Pence of the department of sociology at the University of Colorado suggests that the negative attitudes about women's studies courses (often shared by women and men) are based not on reality but on stereotypes. Pence believes that the assumed hostility toward men contributes to the marginalization and trivialization of women's studies.

WOMEN'S STUDIES INVADES LAW SCHOOLS

◆During the last six years the number of law school courses concerning women in the law has increased from 30 to more than 145. Nine law schools, including Harvard, Yale, Berkeley and Chicago, publish journals devoted to feminist jurisprudence.

STUDENT GOVERNMENT ALLOCATES $$$ FOR WOMEN'S HISTORY MONTH

◆The University of Florida Senate allocated $5,125 to the Women's Studies Association to be used for activities celebrating Women's History Month in March1993. The bill passed 62-1, and was a paring down of the original request for $23,211. In November 1992, UF Provost Andrew Sorenson committed $25,000 to the Women's Studies Program—a far cry from last year's budget of $3,000.

IMPACT OF FEMINIST SCHOLARSHIP

◆*The Knowledge Explosion: Generations of Feminist Scholarship* describes how many feminist contributions have been incorporated into the various disciplines. Twenty-eight assessments of different disciplines and sixteen "debates" on other issues, such as pornography, sexual violence, patriarchy, sisterhood, and friendship, explore how feminism is having an impact. Areas such as peace studies, Black studies, cultural studies, philosophy, study of sports, mass communication, law, library science, and music are also addressed. Edited by Cheris Kramerae and Dale Spender, the 533-page book is published by the Teachers College Press, Athene Series.

The Courage to Question: Women's Studies and Student Learning assesses student learning in women's studies courses, based on seven case studies at different institutions over a three-year period. Edited by Caryn McTighe Musil, the publication addresses questions such as: What fosters student learning? How do courses change students' lives and life choices? How do women's studies courses differ from other courses? How do such courses nourish an understanding of gender, race, ethnicity, class, and sexuality?

The publication, which includes new research on multicultural learning, critical thinking, student voices, and classroom dynamics, costs $15, or $7 for a 12-page executive summary. Write the Association of American Colleges, 1818 R Street NW, Washington, DC 20009.

TEACHING TIPS

◆In order to help women participate more fully in the classroom, Nancy Rich of the department of kinesiology at the University of Illinois, Champaign-Urbana puts in her syllabus a note that she will ensure that all students have an equal voice in her classroom, whatever their gender, race, ethnicity, or sexuality; she reiterates this at the first session of the class. Her statement says:

> *As a professor at the University of Illinois, I will endeavor to insure that this classroom is free of any harassment which has the purpose or effect of creating an intimidating, hostile, or offensive learning environment. Furthermore, I will insure that each female and male has an equal voice in this class and that each voice is equally valued.*
>
> *Any student who feels harassed on the basis of her or his race, ethnic or cultural background, sex, or sexual orientation is encouraged to report this harassment to me or an appropriate intake person.*

The statement concludes with the name of the person who has information about procedures.

If you have ideas for increasing the participation of women students, please send them to Bernice R. Sandler, CWPS, 2000 P Street, NW, Washington, DC 20036.

WOMEN IN ATHLETICS

FIGHTING FOR EQUITY IS DANGEROUS FOR COACHES

◆In our winter issue, we reported that the former women's volleyball coach at San Diego State University was suing the institution, charging that he was fired because he supported a sex-discrimination lawsuit filed by parents of a female player.

Now two more coaches have filed similar suits. Former women's volleyball coach at California State University at Fullerton Jim Huffman is also suing. He charges that he was fired because he and members of the team sued the university when it announced termination of the sport. After Fullerton reinstated women's volleyball, Huffman was fired.

At the State University of New York at Oswego, two female coaches are suing, claiming that their support of another professor's sexual discrimination complaint cost them their jobs.

EQUITY AT THE UNIVERSITY OF MARYLAND? SORRY, NOT UNTIL 1998

◆Maryland has agreed to reallocate scholarship money so that female athletes will receive a proportionate amount. The US Department of Education has allowed UM to complete the scholarship reallocation by the 1998-1999 season.

The federal government found the University of Maryland's athletic department to be discriminatory toward women in other areas as well. Some examples follow:

- On overnight trips, women's teams generally sleep three or four to a room while men's teams sleep two to a room.
- Field hockey, women's lacrosse, and soccer teams have no locker rooms, although conversion of old football locker rooms is expected after the completion of Maryland's new football building later this year.
- Although 73 percent of male prospects who visited Maryland had their trips subsidized, only 55 percent of female recruits had their trips paid for.
- Practice uniforms are not provided to volleyball and hockey teams.
- Women's teams receive less secretarial and administrative assistance and less office space.
- Inequities for women's teams also exist in the provision of travel and housing and dining facilities during preseason and holiday periods.
- Financial records are kept in such a way that the Department of Education could not determine whether there was equity in equipment and supplies. A new accounting system is being implemented.

Maryland estimates that the changes will cost between $150,000 and $200,000. Maryland's overall budget for athletics is about $15 million.

University of New Hampshire

Physical Education/Sport Studies
Fall 1993

Assistant Professor, Tenure Track, with specialization in Sports Communications

Responsibilities include: 1) teaching undergraduate/graduate courses in sport literature/media/communications/writing; 2) placing and supervising interns; 3) advising majors; 4) developing research and service related program needs. Requirements include earned doctorate in related field, experience in sport communications field, teaching/research ability, interest in grants and contracts.

Review of applications begins March 1. Send letter of interest, complete vita, references (including three letters specific to this position) to:

Stephen Hardy
New Hampshire Hall
University of New Hampshire
Durham, NH 03824

Hiring is contingent upon eligibility to work in the U. S. Women and minorities are encouraged to apply. UNH is an AA/EEO Employer.

DEAN OF STUDENTS

WESTERN MICHIGAN UNIVERSITY

WESTERN MICHIGAN UNIVERSITY invites applications for the position of Dean of Students (search re-opened).

The Dean of Students, who reports to the Vice President for Student Affairs, is responsible for the development and maintenance of student life programs and services (Handicapped Student Services, International Student Services, Off Campus Life, Residence Hall Life, Sara Swickard Pre-School, Student Life, University Judiciaries, and University Recreation Programs and Facilities) for a student body of approximately 27,000.

The successful candidate for the position will have an earned doctorate or terminal degree; extensive administrative experience in student affairs; strong organizational and communication skills; personnel management experience/skills; knowledge of budgetary processes and control; ability to work with a diverse student body; and demonstrated ability in creating and implementing innovative student affairs programs.

Applicants should submit a letter of application, vita, and three reference letters to: Ms. Stella Morado, Chair, Dean of Students Search Committee, Division of Student Affairs, Western Michigan University, 1201 Oliver Street, Kalamazoo, MI 49008. A review of applications will begin during April 1993, but applications will be accepted until the position is filled.

WESTERN MICHIGAN UNIVERSITY, a Carnegie Classification Doctoral I institution is located in Southwest Michigan, midway between Chicago and Detroit. Kalamazoo is part of a metropolitan area of about 225,000 offering varied business, research and industrial operations as well as cultural and recreational activities.

All applicants must have a demonstrated commitment to Equal Opportunity and the goals of Affirmative Action. Western Michigan University is an Equal Opportunity/ Affirmative Action employer and encourages the application of women and minorities.

St. Lawrence University

Dean of Student Life and Co-curricular Education

St. Lawrence University invites nominations and applications for the position of Dean of Student Life and Co-curricular Education. St. Lawrence is a selective residential liberal arts institution of 2000 students, which has been coeducational since its founding in 1856. Recently, programs have been initiated to enhance the integration of student academic, co-curricular, and residential life, including a First-Year Program of residential colleges which has drawn national attention, and programs in Gender Studies, International Education, Multicultural Affairs, and Outdoor Education. We seek a dynamic individual who can engage students, faculty, and student affairs professionals in collaborative efforts to create a vibrant, cohesive learning community.

The Dean of Student Life and Co-curricular Education assumes responsibility for a variety of residential programs and student activities, health and career counseling and services, athletics, and student conduct. The Dean reports directly to the President and will take an active part in University planning, seeking to ensure that all aspects of student life support the academic mission of the University.

Candidates should hold a doctoral degree in a liberal arts discipline or higher education administration and present evidence of the following:

- Experience in a residential, liberal arts college and appreciation for the kind of community it fosters.
- Knowledge of contemporary student culture and issues in student affairs. A genuine regard for students and sensitivity to issues of diversity.
- Significant experience and success in administering co-curricular programs, especially those that attempt to bridge residential and academic life.
- Experience in financial planning, budgeting, and supervision of personnel.
- Proven effectiveness in interpersonal relations and in communicating with a diverse constituency.

Interested candidates should submit a complete curriculum vitae, a one-page statement of philosophy about the role of student development in a residential college setting, and at least three confidential letters of recommendation to:

Dr. Theodore Linn
Chair, Search Committee for the Dean of
Student Life and Co-curricular Education
St. Lawrence University
Canton, New York 13617

Applications will begin to be considered on March 15, 1993.

St. Lawrence University is an Equal Opportunity/Affirmative Action employer committed to fostering diversity in its faculty, staff, student body, and programs of instruction.

BEST COPY AVAILABLE

President

National Association of Independent Colleges and Universities/National Institute of Independent Colleges and Universities

The Board of Directors of the National Association of Independent Colleges and Universities (NAICU) and its affiliated research organization, the National Institute of Independent Colleges and Universities (NIICU), is seeking a President to succeed Richard F. Rosser, who is retiring after seven distinguished years of service to the organizations.

NAICU and NIICU are organized to provide a unified voice and advocacy role for nonprofit, independent higher education at the national level through planning, promoting and coordinating public policies, public relations, and research that advance the well-being of the nonprofit, independent sector of higher education. Founded in 1976, the organizations have more than 800 institutional members, represented by the presidents of the institutions, and include liberal arts colleges, major urban research universities, historically black institutions, women's colleges, two-year colleges, faith related colleges, and schools of law, medicine, engineering and business. In addition, membership includes 40 state associations of independent colleges and universities and 25 other national, regional, and special-purpose associations of independent colleges and universities. The offices are located in Washington, D.C. with a staff of 23.

Outstanding candidates for this position will be able to provide evidence of:

- A commitment to the value and mission of independent higher education
- Superior leadership and consensus-building skills
- An understanding of issues and challenges facing independent colleges and universities
- The ability to communicate effectively with internal and external constituencies
- A familiarity with public policy development and implementation at the national level
- A record of distinguished service, preferably with recent or current service as a president of an independent college or university

Nominations for this position are encouraged. An applicant should submit a letter which addresses knowledge, abilities and accomplishments as they relate to the mission of NAICU/NIICU; a current resume; and the names, addresses, and home and office telephone numbers of at least four references.

Nominations and applications should be submitted to:

NAICU/NIICU Search Committee
c/o Samuel R. Williamson, President
University of the South
735 University Avenue, Sewanee, TN 37375

Nominations and applications received prior to March 31, 1993 will be given preference. Appointment date is July 1, 1993 or as soon thereafter as possible.

NAICU and NIICU are equal opportunity, affirmative action organizations and do not discriminate on the basis of race, color, gender, religion, age, national orgin, or disability. Applications from and nominations of women and ethnic minority candidates are encouraged.

FERRIS STATE UNIVERSITY

Invites applications and nominations for the head of the 30-member Department of Humanities, to begin July 1, 1993.

Responsibilities: Administrative responsibility for the department's operations, personnel, and resource management; leadership in curriculum development, teaching, scholarship, and service.

Qualifications: Earned PhD or equivalent terminal degree in one of the disciplines offered by the department: art, history, humanities, music, philosophy, religious studies, speech communication, and theater; five years of teaching experience; a strong commitment to the liberal, fine, and performing arts; academic credentials and experience appropriate to associate professor rank or higher; personal qualities of integrity and industriousness; demonstrated leadership ability; human relations, communication, and organizational skills; and a commitment to collegial leadership and the development and welfare of students and faculty.

- Salary and benefits are competitive and commensurate with qualifications and experience.
- Send letter of interest detailing qualifications for the position, a curriculum vita, unofficial transcripts, and the names, addresses, and telephone numbers of at least three references to:

Gary Huey, Chair, Humanities Search Committee
c/o Dean, College of Arts and Sciences
Ferris State University
901 South State Streeet
Starr 120
Big Rapids, MI 49301

Review of applications will begin on March 19, 1993, and will continue until the position is filled. Ferris State University is an AA/EOE employer.

University of Wisconsin-Whitewater

Associate Dean of Student Life

•The University of Wisconsin-Whitewater Division of Student Affairs announces a full-time annual position as Associate Dean of Student Life, reporting to the Assistant Chancellor for Student Affairs. Responsibilities include administrative supervision of the Children's Center/Adult Resources Center and New Student Programs; ombudsperson for student issues; coordination of special student services including institutional response to student tragedies, Who's Who Among Students in American Colleges and Universities program, contemporary issues educational programming, sexual assault/acquaintance rape preventive education and reporting; special projects; and serving as deputy to the Assistant Chancellor for Student Affairs.

•Master's Degree in College Student Personnel, Counseling or Human Services, or Higher Education Administration. Candidates with relevant post Master's Degree work preferred. A minimum of three years of effective and progressively responsible experience in higher education student services is required. Outstanding communication and interpersonal skills are essential in this position.

•The position is a full-time annual academic staff appointment beginning as soon after June 14, 1993, as possible.

•Application deadline is March 24, 1993. A completed application consisting of a letter of application, curriculum vitae, undergraduate and graduate transcripts, and three current letters of recommendation including phone numbers should be sent to:

Chair, Search Committee-Assoc. Dean of Student Life
Administration 2118, UW-Whitewater
Whitewater, WI 53190
Phone (414) 472-1051 FAX (414) 472-1518.

UW-Whitewater is an AA/EEO employer. Women, minorities, Vietnam-era veterans, and persons with disabilities are encouraged to apply. Names of applicants may be disclosed unless requested otherwise. Names of finalists will be released.

DEAN OF UNIVERSITY COLLEGE
UNIVERSITY OF CINCINNATI

The University College of the University of Cincinnati is an Associate Degree granting, open access College providing excellent transfer, technical, and developmental programs to a diverse student body, with all the advantages of its location on the main campus of a major comprehensive metropolitan State University. The two-hundred acre main campus is located just north of downtown Cincinnati.

The University College has a current enrollment which exceeds 3,500 and is expected to increase next year. The singular quality of the college is that it responds to the diverse educational needs of the community. This is accomplished by open admissions, developmental programs, and integration of humanities and social sciences in general, transfer and technical programs. An experienced and dedicated faculty (92 full-time and 60+ adjunct) is committed to excellence in teaching within a framework of strong faculty governance.

The Dean, who reports to the Senior Vice President and Provost for Access and Outreach Education, must have the following minimum qualifications:

- Earned terminal degree from an accredited university.
- Five years of successful administrative leadership experience in higher education.
- Ability to provide a two-year college vision within a dynamic, diversified University environment.
- Demonstrated management skills.
- Demonstrated experience in successfully effecting organizational change.
- Successful teaching experience.

Preferred qualifications:

- Two-year college level teaching experience.
- Experience in obtaining funding and program support.
- Experience in budgetary and strategic planning.

A complete application consists of a letter of application which addresses the above qualification, vita, names/addresses of three references. Finalists will be expected to provide official transcript of their terminal degree. Nominating letters are also welcome. Application screening will begin March 8, 1993 and continue until the position is filled. All correspondence should be sent to: **Louis Castenell, Chair University College Decanal Search Committee, University of Cincinnati, Office of Recruitment Services, Mail Location 0566, Cincinnati, OH 45221-0566.**

The University of Cincinnati is an affirmative action/equal opportunity employer. Women, minorities, disabled persons, Vietnam era and disabled veterans are encouraged to apply.

UNIVERSITY OF ARKANSAS at MONTICELLO

Residence Life: Resident Director

The Resident Director is responsible for the comprehensive management of the residence life program in a hall of 125 female students. Responsibilites include selection, training, and supervision of staff; advising hall government; programming; counseling; and administrative/facilities management. In addition, the Resident Director also works half-time in one other area of student services.

Qualifications: Master's degree in student personnel, counseling, or related field, and prior residence life experience preferred. Remuneration: Competitive salary plus apartment and meal plan. Submit letter of application, resume, and names, addresses, and telephone numbers of references to: Melissa Crews, Director of Residence Life, UAM, Box 3466 Monticello, AR 71656

Review of applications will begin April 1, 1993. The position will remain open until filled. AN EEO/AA EMPLOYER

Counselor: Individual/group counseling, outreach, and crisis intervention.
Send resume and references to:

Director,Counseling Center
East Carolina University
Greenville, NC 27858

HOW TO ADVERTISE
IN JOBLINE AND ETCETERA

It's easy—and cost-effective—to advertise in the *About Women on Campus* Job Line and Etcetera.

Quarter page (31/2" x 5")	$150
Half page (3 1/2" x 9 1/2" or 7" x 5")	$200
Full page (7"x 9 1/2")	$300

We can accept camera-ready display ads or set type from your copy.

For more information or to reserve ad space, call 202/659-9330 or FAX 202/457-0946
or write: *About Women on Campus*
1325 18th Street NW, Suite 210
Washington, DC 20036-6511

NCAA INITIAL-ELIGIBILITY CLEARINGHOUSE

MANAGER

NCAA Initial-Eligibility Clearinghouse

Applications are invited for position of Manager of NCAA Initial-Eligibility Clearinghouse, which is newly established by the NCAA and will be administered by American College Testing (ACT). The manager will be responsible for planning, implementing, and administering clearinghouse activities, including developing and testing computer systems, training and supervising staff, developing publications and forms, and managing production and support services.

Located in ACT's headquarters in Iowa City, Iowa, the clearinghouse will certify student-athletes for eligibility to participate in Division I and II sports, beginning the 1993-94 recruiting season (students planing to enroll as freshmen for 1994-95 academic year).

Manager's starting salary in mid to high $30s, plus excellent benefit program. Requirements include degree (master's preferred); at least 3 years operations administration experience, including management responsibility. Excellent communication and quantitative skills, and computer systems design and development experience also required. Experience administering NCAA athletic certification activities desired.

To apply, send letter of application and resume to Human Resources Dept., ACT National Office, 2201 N. Dodge St., P.O. Box 168, Iowa City, IA 52243. Application deadline is March 24, 1993.

ACT

ACT is an Equal Opportunity/
Affirmative Action Employer

CORNELL
UNIVERSITY

Deputy Director for Life Safety Operations

Life Safety Services has a position available that manages the operational activities of the department, including the planning and implementation of department programs, policies, and campus-wide training programs. Supervises a staff of 16. Reports to the Director of Public Safety and Life Safety Operations. Candidates should have a bachelor's degree or equivalent; an advanced degree and related experience preferred. Experience shoud include 4-5 years in fire prevention and fire protection as well as at least 3 years progressive supervisory and management experience. Accounting and mechanical and electrical experience essential. Excellent communication skills, both written and verbal. Must have and maintain First Aid and CPR certification. For consideration, send a letter and resume to:

Captain Barton Ingersoll
Public Safety and Life Safety Services
G-2 Barton Hall
Cornell University
Ithaca, NY 14853

AA/EOE

GENDER ISSUES IN THE CLASSROOM AND ON THE CAMPUS: FOCUS ON THE 21ST CENTURY

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

Held in Conjunction with the 1993 Biennial Conference of the American Associaiton of University Women, host sponsor of the symposium.

June 18 & 19, 1993
Park Inn
Minneapolis, Minnesota

Registration fees are $70 for AAUW members and $100 for non-members. Non-members will receive a year's membership-at-large in AAUW - a $35 value. A copy of the proceedings is included in your registration fee.

If you want further information on attending the symposium, please contact:

AAUW College/University Relations Office
1111 Sixteenth Street, N.W.
Washington, DC 20036
or call 202/785-7759.

Lead Sponsors in Conjunction with AAUW are:

- AAUW Educational Foundation
- Association of Teacher Educators
- American Association of Colleges for Teacher Education
- American Association of Women in Community and Junior Colleges
- Office of Women in Higher Education - American Council on Education
- Association for Continuing Higher Education
- National Association for Women in Education

CALL FOR PROPOSALS

Investigations of gender and education, specifically the education of women, to be funded. Areas of research can include:

- *Learning Environments*
- *Career Aspirations/Self-Esteem Development*
- *Curriculum Innovations*
- *Women in Science*

Aproximately eight awards of up to $7,000 will be made. Deadline is May 17, 1993, for receipt.

For further information and guidelines contact:

Women's College Coalition
1090 Vermont Avenue, NW
Third Floor
Washington, D.C. 20005
202/789-2556, Fax: 202/842-4032

☐ **YES** *I am concerned about women on campus and want to enter my subscription to* About Women on Campus.

Special introductory subscription rates:

Individual	1 year (four issues)	$20	Institution	1 year (four issues)	$28
	2 years (eight issues)	$35		2 years (eight issues)	$50

Foreign subscriptions: Please add $7.00 per subscription to cover additional postage.

Discounts are available for bulk subscriptions mailed to a single institutional address.
Call 202-659-9330 (FAX 202-457-0946) for details.

Name ______________________________

Title ______________________________

Institution ______________________________

Address ______________________________

City/State/Zip ______________________________

Send subscription form and check or institutional purchase order made payable to NAWE to:
About Women on Campus, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511

☐ **AND** *I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations.*

Send information about membership to the address I have provided above.

◆

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511

Second Class Postage
Paid at Washington DC

HE

ABOUT WOMEN ON CAMPUS

VOLUME 2 NUMBER 3 ◆ SUMMER 1993

WOMEN IN ATHLETICS

GOOD NEWS

- The University of Virginia has increased the salary of the women's basketball coach to match that of the men's basketball coach. Debbie Ryan will earn $106,000—the same as male coach Jeff Jones.
- Women are playing rugby and enjoying it. South Florida, Florida State, and Emory are among the schools fielding teams.
- Florida legislators have introduced bills in both houses to require schools and colleges to develop a gender-equity plan for sports. The bills were introduced after a study commissioned by the legislature found that 70 percent of the athletes at state schools were male and that they received twice as many scholarships and twice the amount of travel money as female athletes.
- Florida Atlantic University spends more money on women's athletics than on men's. Its women's programs are gaining and have an excellent record of winning.

MORE GOOD NEWS: COACH'S WIFE TAKES ON SPORTS ILLUSTRATED'S SWIMSUIT ISSUE

◆ Dr. Linnea Smith, a psychiatrist and wife of the University of North Carolina's basketball coach Dean Smith, has been challenging the use of women as models in sports publications. She has appeared on talk shows and has been quoted extensively on behalf of women and girls in sports, opposing their objectification in sports and elsewhere.

CONTENTS

Women in Athletics 1
From Around the Campus 3
Working and Learning in Academe 5
Sexual Harassment 7
Sexual Assault 10
Women in Science and Engineering 11
Resources 13

AND STILL MORE GOOD NEWS: WATERSHED DECISION ON WOMEN'S SPORTS

◆ A federal appeals court has ordered Brown University to reinstate its varsity gymnastics and volleyball teams, which were cut two years ago. The unanimous decision makes it far more difficult for a university to cut women's sports during a financial crunch and may force a proportional balance between men's and women's participation, based on enrollment.

Brown had cut the two sports along with two men's varsity sports—golf and water polo—in

NATIONAL ASSOCIATION FOR WOMEN IN EDUCATION ◆ NAWE

an effort to contain costs. The ruling is being interpreted to mean that Brown and other schools must make the participation of men and women in athletics equal, or must at least provide opportunities for women, until their interests are met "fully and effectively."

The decision is the first at the appellate level applying Title IX to intercollegiate athletics.

CASES AGAINST INSTITUTIONS ON THE INCREASE

- Indiana University of Pennsylvania has been sued by four former athletes whose teams were cut last year as part of university-wide budget cuts which decreased women's sports participation from 35 to 32 percent. A federal judge ruled that the school must reinstate its women's gymnastics program and field hockey team. The university has appealed.
- The California State University System is being sued by the California Chapter of the National Organization for Women. NOW charges that the system is violating a state law which mandates equal opportunity for women in athletics.
- The Office for Civil Rights at the US Department of Education is investigating charges of sex discrimination at Auburn University (AL), because the university refuses to upgrade the women's club soccer team to varsity status. The University of North Carolina at Charlotte is also being investigated, because of charges that the institution discriminates against female athletes in recruiting, travel, coaching, scheduling of games, equipment, supplies, and facilities. OCR, which has the power to review institutions without a formal complaint having been made, has begun reviewing athletic programs of 17 colleges to determine whether they are in compliance with Title IX.
- The University of Texas is being sued. Members of four women's club teams have demanded that the teams be elevated to varsity status. They also claim that the university offers more competitive opportunities for males than for females.

ABOUT WOMEN ON CAMPUS

Women's Issues Project
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant
Editor: Bemice Resnick Sandler
Business Manager: Patricia Rueckel

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $65 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

ISSN: 1061 768X

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

Volume 2, Number 3, Summer 1993

© 1993 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, or disability in any of its policies, procedures, programs, or practices.

- A federal judge has accused Colorado State University of "thumbing their nose" at her court order to reinstate women's softball. Although denied a stay of the order until the case is resolved, the university has nevertheless not reinstated softball. The school, which had cut women's softball to alleviate a deficit in the athletics department, denied it was stonewalling.

BAD NEWS: REPORT SHOWS WOMEN ARE UNDERREPRESENTED AND EARN LESS IN INTERCOLLEGIATE SPORTS

◆*Intercollegiate Athletics: Compensation Varies for Selected Personnel in Athletics Departments* confirms what women and members of minority groups have been saying: Both groups are underrepresented and underpaid in intercollegiate athletic departments. The report from the General Accounting Office (an arm of Congress) is available for $2 from the GAO, P.O. Box 6015, Gaithersburg, MD 20877.

OFFICE FOR CIVIL RIGHTS AT EDUCATION DEPARTMENT BLASTED FOR POOR ENFORCEMENT

◆A report by the Lyndon B. Johnson School of Public Affairs at the University of Texas at Austin has criticized the Office for Civil Rights, charging that OCR "has failed to provide effective and adequate enforcement" of Title IX in college sports. The 30-page report, "Gender Equity in Intercollegiate Athletics: The Inadequacy of Title IX Enforcement by the U.S. Office for Civil Rights," notes that investigators are poorly trained, that its manual for investigations is vague, and that OCR has failed to hold institutions accountable for accommodating female students' interests and abilities in athletics.

The report also states that OCR investigators accepted unfair justifications for the different treatment afforded men's and women's teams, and concludes that OCR "has become an impediment to gender equity rather than a facilitator and an enforcer."

FROM AROUND THE CAMPUS

UNIVERSITY OF VIRGINIA DEBATING GROUP ACCUSED OF SEXISM

◆The 168-year old Jefferson Literary and Debating Society at the University of Virginia has been accused of sexism against women and illicit drinking. Seven members of the society (men and women) wrote President John T. Casteen, complaining about the society's activities, which included awarding condoms to the male member who had "scored" the most with female candidates for membership.

One member, Heather Brandeis White, resigned because of sexual harassment and drinking during on-campus meetings (which violates state law), and stated that the Jefferson Society is not a place of free thought, but "a bastion of ignorance. . .[and] fosters an atmosphere that is hostile to women." At a recent meeting, a male member of the society came up to her and commented about her breasts. Another woman stated that a probationary member had been sexually assaulted by a member of the society but did not report it for fear that she would not be voted into the group. Another noted that one probationary member was told she had been approved because she was cute and wearing a short skirt.

The school is investigating.

WOMEN RESIDENT ADVISORS: VULNERABLE TO VIOLENCE

◆A new study indicates that resident advisors are often victims of crime in dormitories and that women advisors are likely to be victims of harassment and violence. Carolyn J. Palmer, a faculty member in higher education at Bowling Green State University (OH) surveyed housing officials at 49 public and private institutions. She found that although resident advisors are only two percent of the students who live in dormitories, they were victims of nearly half the crimes.

ALCOHOL ABUSE: ON THE RISE FOR WOMEN STUDENTS

◆A new study of college students in the state of Virginia indicates that women are drinking more. The percentage of women who reported drinking at least once but less than six times in the 30 days before the survey was higher than the percentage of men.

Sorority members were two times more likely to binge drink than women who did not belong to sororities. The study, conducted by the Council of Higher Education for Virginia, surveyed students at 45 private and public institutions.

BRANDEIS MEN SHOW OPPOSITION TO VIOLENCE

◆In March, as part of the university's Women's Month celebration, men at Brandeis University (MA) wore white ribbons to protest violence against women. The idea of white ribbons began a few years ago when men at the University of Montreal wore white armbands to commemorate the 14 women who were separated from their male classmates and then murdered in a classroom by a man who later took his own life.

Also in March, George Mason University (VA) held a conference called "After the Montreal Massacre," examining violence against women. The Canadian Embassy, Academic Relations Section, was one of the sponsors of the conference.

◆

INDIANA UNIVERSITY STARTS "PARTNERS" PROGRAM

◆The Office for Women's Affairs at Indiana University is matching up women alumni and friends of the university with women students. Over 100 professional women—doctors, lawyers, dentists, architects, accountants, teachers, band directors, executives, and businesswomen— have volunteered to encourage the professional development of young women while they are still at college. Both junior partner (the student) and senior partner (the professional) make a year-long commitment.

For further information, write the Indiana University Office for Women's Affairs, Memorial Hall East, Room 123, Bloomington, IN 47401.

SONGS AND MOTTOS COME UNDER FIRE

- The University of Illinois has changed its 117-year-old motto from "And gladly wolde he lerne, and gladly teche" to "Gladly we learn and teach." The original came from Chaucer's *Canterbury Tales.*

- Once again the University of Florida is considering changing its fight song. The song's lyrics start with "We are the boys from old Florida" and is sung between the third and fourth quarters of football games. The song dates back to the time when the University of Florida was an all-male school.

FREE SPEECH

The clash between the protection of free speech and the right to be free of sexual harassment continues, as both courts and colleges take stands and shape the issue.

ON CAMPUS: SUSPENDED FRATERNITY REINSTATED

◆Zeta Beta Tau was suspended for 14 months in November 1992 by California State University at Northridge because it had distributed a flier demeaning to Latinos. The flier invited students to a party honoring "Lupe," a fictitious prostitute in a fraternity song.

ZBT then sued the institution, claiming its actions were protected by the First Amendment. Rather than fight a costly lawsuit, the university entered into a settlement, revoking the suspension and requiring the fraternity members to attend a session on multiculturalism.

ON CAMPUS: ART PROFESSOR REPRIMANDED FOR SHOWING SEXUALLY EXPLICIT WORKS ACCOMPANIED BY PERSONAL STATEMENTS

◆Don Evans, an associate professor of fine arts at Vanderbilt University received a letter of reprimand advising him to warn future classes that he may show materials that may offend them. Students would be allowed to leave class without penalty. Evans had shown a selection of photographs by Robert Mapplethorpe.

Contrary to reports in the media, the complaint did not center only on the Mapplethorpe photographs, but also cited a display of nude photographs of the professor and his wife and sexually explicit statements, such as Evans admitting to "a fetish for women's breasts."

THE COURTS: FRATS CAN STAGE SEXUALLY AND RACIALLY DEMEANING SKITS

◆A Virginia appellate court has ruled that a skit produced by a fraternity at George Mason University was protected by the First Amendment. The "ugly woman" skit featured several Sigma Chi members wearing women's clothing, including one in blackface who stuffed his clothes with pillows to simulate large breasts and buttocks and parodied black speech.

As a consequence, the school had prohibited the fraternity from having social activities for two years.

WORKING AND LEARNING IN ACADEME

WOMEN FACULTY: STILL EARNING LESS

◆The "Faculty Salary Report" by the National Education Association shows that in private colleges, women earn on average $10,401 per year less than men, and in public colleges, $8,604 less. At every rank and at each type and level of institution, women earn less and in general are at lower academic ranks than males.

The more the prestige of the type of institution, the greater the pay differences and the fewer the women: Although women are approximately 32 percent of faculty, at institutions offering a two-year degree, women are 31 percent of the full professors; at doctoral-granting institutions, they are 11 percent. At universities, women average close to 78 percent of the average salary of male faculty members. At public community colleges, the pay difference is over $4,200, even though the factors that explain some of the disparities apparent in universities, such as salary differences between departments, are nonexistent.

The report, based on data from the US Department of Education's National Center for Education Statistics, appears in *The NEA 1993 Almanac of Higher Education*, available from NEA, 1201 16th Street NW, Washington, DC.

WOMEN FACULTY MAKE SMALL GAINS

◆Data recently released by the US Equal Employment Opportunity Commission note that women faculty increased from 30.3 percent in 1989 to 31.8 percent in 1991, an average of less than a one percent gain each year.

The data also show an increase in faculty positions held by people of color. Unfortunately the data were not broken down by race by sex, so it is not possible to tell if women of color have made or lost progress.

BUSINESS SCHOOLS COME UNDER FIRE

◆Few women faculty in the nation's top 20 schools of business (as designated by *Business Week*) have tenure. The University of North Carolina has the highest percentage, 14 percent; there are no tenured women at all at Dartmouth College (NH) or Washington University (MO). The University of California at Berkeley and Northwestern University (IL) each have 12 percent women in tenured positions on their business school faculty.

EQUITY IN THE CLASSROOM? NOT FOR WOMEN FACULTY MEMBERS

Students—both male and female—often treat women faculty members very differently than they do male faculty members. First, there is the "credibility gap" experienced by women faculty when students question their abilities and credentials ("Are you really a professor?"). Then there is the "double standard": Although men and women professors may act the same, they are seen differently. Behavior defined as "intellectually rigorous" in a man may be viewed as "rigid and controlling" in a woman.

These and other differences are examined in a new report, "Women Faculty At Work In The Classroom, Or, Why It Still Hurts To Be A Woman in Labor." The report covers a wide range of obstacles women faculty encounter in the classroom, such as male aggression, differential expectations from students, and the devaluation of women as intellectuals. Over 70 recommendations for institutions, administrators, women and men faculty, and students are included.

Written by Bernice R. Sandler, editor of ***About Women on Campus*** *and senior associate at the Center for Women Policy Studies, the 16-page report is available for $5 prepaid from the CWPS, 2000 P Street NW, Suite 508, Washington, DC 20036. Bulk rates are available.*

When a lawsuit was recently filed by a woman denied tenure at the Darden School at the University of Virginia, the provost reversed the decision.

The University of Wisconsin at Milwaukee reached a settlement with Ceil Pillsbury, a female professor who charged the institution with sex discrimination when three men who came up for tenure with her received it and she did not. The university agreed to appoint a committee for a new review of her case. The committee granted her tenure. She will also be paid $40,000 in back pay and $86,000 for legal and other costs. As a result of the case, the Association of University of Wisconsin Professors, a non-bargaining union for professors and academic staff in the University of Wisconsin system, is raising money for the Ceil Pillsbury Legal Fund to help other women who have filed discrimination or harassment complaints in the UW system. The U S Department of Justice is investigating other claims of discrimination at the institution.

WOMEN IN MBA PROGRAMS

◆ Although many schools of business have special recruiting programs for women, women's applications for full-time MBA programs have declined. Women earn about 33 percent of MBAs, a figure which has not changed since 1987.

DEAN CHARGES ST. JOHN'S UNIVERSITY WITH SEX DISCRIMINATION

◆ Catherine Ruggieri, dean of St. Vincent College of St. John's University, has filed a sex discrimination complaint against the institution and its president, claiming that they created a hostile environment for women. She charged that the president, Rev. Donald J. Harrrington, had been working for the past three years to "systematically remove the most senior lay female administrators from their positions." Father Harrington had once referred to her publicly at a university function as "a real party girl."

AN INTERRUPTED CAREER: BAD FOR WOMEN; NOT SO FOR MEN

◆ Women who interrupt their careers for at least one year not only take longer but are also less likely to get tenure. For men, career interruption appeared to have no impact on tenure.

In a survey of 250 faculty members in sociology and related fields, Karen McElrath of the department of criminology and sociology at the University of Miami (FL), found that women were four times as likely as men to interrupt their careers for at least a year. These women took about 3.3 years longer to achieve tenure than those who had no interruptions.

Women were three times more likely to interrupt their careers to follow a spouse to a new job than because of maternity. McElrath controlled for number of publications and other variables such as years of service but found that differences in achieving could not be explained by productivity levels. Her study is reported in the *Journal of Higher Education*, May/June 1992.

WOMEN IN ECOLOGY FIND COLLEGE A BAD ENVIRONMENT

◆ In a study of over 100 women and over 200 men with doctorates in ecology, women reported disadvantages at every stage of their career, including less satisfactory relationships with doctoral advisors and difficulty in finding mentors. They also reported sexual discrimination in the workplace and lower salaries.

The report, by Richard B. Primack and Virginia O. O'Leary, appears in the March 1993 issue of *Bioscience*.

WOMEN EARNING DOCTORATES: GOOD NEWS

◆ Although the number of doctorates earned by men in recent years has been erratic (up one year, down the next), women continue to earn a higher percentage of doctoral degrees—in 1991, nearly 44 percent of all doctorates. In fields traditionally dominated by men—physical and life sciences and engineering—women received over 20 percent of the doctorates awarded.

Minority women have made substantial gains in the past 15 years, but their overall numbers are still small. Nearly three-fifths of doctorates awarded to U.S. Blacks and half of those awarded to Hispanics went to women, while doctorates awarded to U.S. Whites, Native Americans, and Asians went predominantly to men.

The data are from *Summary Report 1991: Doctoral Recipients from United States Universities*, prepared by the National Research council. For further information, call 202 334-3161.

FAMILY LEAVE LAW TAKES EFFECT

The new family leave law takes effect on August 5, 1993. Colleges and universities may need to reevaluate existing policies or develop new ones. All employees who have worked for at least 12 months and at least 1,250 hours are eligible for leave when there is a new child (by birth or adoption or in foster care); when care is needed for a close family member (spouse, parent, or child); or when the employee is ill and cannot perform his or her job. Up to twelve weeks of unpaid leave must be available.

Federal regulations are currently being drafted and are expected prior to August 5; whether they are issued by then does not affect the effective date of the legislation.

SEXUAL HARASSMENT

FRAT HARASSES CHANCELLOR'S WIFE

◆When Kappa Sigma fraternity at Vanderbilt University decided to rate freshmen women as they passed the fraternity's house by holding up signs ranging from one to ten, they unknowingly rated Faye Wyatt, the chancellor's wife. After she reported the incident, the fraternity agreed to undergo awareness training about sexual harassment and sexual assault.

THREATS BY FEMINISTS SEND UNIVERSITY SCRAMBLING TO BEEF UP HARASSMENT POLICY

◆A dozen women students, calling themselves the Brigade Rose, announced to the University of Quebec at Montreal that they would soon take sexual harassment problems into their own hands. Some members of the Brigade initially planned to march into classrooms wearing pink, with white makeup, encircle an accused harasser, stare at him in silence, and then walk out. Later the Brigade claimed that all they had planned to do was to show up in a classroom, sit down for a few minutes and then leave.

Apparently, the mere possibility that either of these activities might occur was enough to prompt administrators to ban the group and reexamine the policy. Women noted that the sexual harassment policy and office are so low profile that even some university officials are unaware of them. What action the brigade plans for the fall is not known.

ROUNDUP: WHO'S BEING CHARGED WITH HARASSMENT

Former president. The former coordinator of the campus ministry program at Alabama State University has won her sexual harassment lawsuit against the institution's former president, Leon Howard. The Rev. Venus Longmire charged him with sexual harassment, invasion of privacy, and assault and battery. A jury awarded her $80,000 in her civil complaint and $250,000 for a separate unrelated complaint filed against the head of the governing board. Howard was also charged separately with attempted rape and pleaded guilty to the lesser charge of "harassing communications."

Associate dean. An associate dean at the University of Houston (TX) was sent to jail for 30 days for "official oppression." He had sexually harassed two women who worked for him, including rubbing his groin area against one of the women.

Art professor. The University of Wisconsin at Milwaukee fired a tenured art professor who was accused of harassing students, including having sex with them in his office. Gary Schlappal was dismissed by the board of regents on the recommendation of the chancellor. Twelve students were involved in the charges, some of which went back six years. Schlappal also was accused of embarrassing students in class.

Counselor. Abdul Haliem Faruq, an EOP counselor at Erie Community College (NY), was transferred from one campus to another. He had been accused of harassing two female students while counseling them. The transfer was said to be unrelated to the charges. Although the personnel office found no basis for the charges, college officials said "separate and distinct" sexual harassment charges were being processed through the affirmative action office. After the school newspaper published information about the complaint, other women came forward with additional information.

DEPARTMENT OF EDUCATION TAKES ON PEER HARASSMENT

Although the Office for Civil Rights at the US Department of Education has not issued any formal statements indicating how Title IX covers student-to-student harassment and specificallly when it produces a hostile environment, OCR nevertheless has interpreted Title IX to do so. The last OCR policy statement concerning sexual harassment was issued in 1981, when the Department acknowledged that Title IX prohibits faculty harassment of students. Title IX prohibits discrimination on the basis of sex in educational institutions.

In an April 27, 1993, letter of finding involving a case of young boys sexually harassing girls on a school bus, OCR found discrimination. Although the case involved elementary students (in fourth grade or lower), it indicates how OCR is viewing student-to-student behavior.

The charges were filed by a six-year-old girl, probably the first first grader to file a Title IX charge. OCR found that the school had violated Title IX by failing to stop the boys from harassing girls, including eight others whom OCR found "were subjected to multiple or severe acts of sexual harassment resulting in a sexually hostile environment." OCR stated that the girls suffered hostile and obscene remarks, unwelcome touching, physical intimidation, and taunting.

Although the school took some steps to end the behavior, including suspension of two boys and detention for others, and also implemented training for staff members and for students beginning in fifth grade, the behavior on the school bus continued throughout most of the school year.

OCR also stated that "the initial investigation of the problem by the [school] did not satisfy the criteria for a complete and thorough investigation," noting that officials did not question students separately but together, did not keep records of the discussions, and responded as if the problem was "only as. . .bad language rather than harassment directed at female children."

OCR's letter also noted that the young age of the victims and perpetrators does not change the legal responsibility of the school to prevent sexually offensive behaviors that "are sufficiently severe or pervasive to impair the educational benefits offered" by the school: "In this case, there is no question that the language and conduct being used were expressions of hostility toward them on the basis of their sex."

The school agreed to develop written guidelines for staff and administrators concerning identification of sexual harassment and the determination of appropriate punishments.

OCR also turned down the school's defense that because some of the boys were emotionally disturbed, school officials were obligated to treat them more gently. OCR responded, "The rights of students with disabilities may not operate as a defense of behavior which singles out students, because of their sex, for adverse consequences."

Graduate faculty. Northwestern University (IL) has been ordered to grant Marilyn R. Bilut an additional two years to complete her dissertation. The court found Northwestern University guilty of willful and wanton misconduct. Among other issues, Bilut claimed that her advisor, Gerald Canter, had sexually harassed her, asking her out for drinks and expressing a desire to have more than a student-teacher relationship. Bilut testified that their relationship took a downward turn after she rebuffed his advances.

Philosophy professor. Three women, one of whom filed a formal complaint, say that they were sexually harassed by Jim Hankinson at the University of Texas and that he wrote rude personal comments on a paper circulated to the department by a woman graduate student who had rebuffed his advances earlier.

Hankinson is the author of a pornographic novel, *Isabelle and Veronique: Four Months, Four Cities*, under the pseudonym Laurence St. Clair. The novel is known for its numerous scenes of sexual violence in which women are whipped, beaten, and degraded. When Hankinson's authorship was revealed in a student newspaper, a number of women students said that they were uncomfortable in his class. In addition, a former student of Hankinson at McGill University (Canada), where he taught earlier, also accused him of sexual harassment, stating that he repeatedly propositioned her.

Student. Brown University (RI) dismissed Michael Weisser, a sophomore, for leaving "abusive and intimidating" messages on a female student's answering machine. He had argued with the student earlier. Weisser, who can reapply for admission to Brown in 1997, has appealed the decision.

SUSPENDED FACULTY MEMBER SUES UNIVERSITY AND ACCUSER

♦ After being suspended by the University of Houston without pay in the fall of 1992, H. Prentice Baptiste decided to sue the 35-year-old graduate student whose charges of sexual harassment led to his suspension. She is expected to countersue.

Women were urging the school to help the student defend herself in the suit concerning charges which the university had upheld in its proceedings, and noted the "chilling effect" such a suit would have on women deciding to bring similar charges.

STATE LAW INTRODUCED TO PROHIBIT SEXUAL HARASSMENT IN COLLEGES

♦ Senator Tom Hayden has introduced in the California legislature a bill which would place sexual harassment in the civil code, stating that all persons have a right to be free of sexual harassment. Public institutions as well as private ones enrolling more than 1,000 full-time students would have to specify in their written disciplinary policy concerning sexual harassment that students have the right to be present at hearings and to complete alternative work assignments outside of class or to be assigned to the same class with a different instructor (in those cases where the alleged harasser is an instructor). Students would also have the right to change their living arrangements if the alleged harasser is an employee or resident in the same facility.

SUPREME COURT TO CLARIFY LAW ON SEXUAL HARASSMENT

♦ The U S Supreme Court has agreed to decide whether workers suing their employers for sexual harassment under Title VII must prove not only that they were offended but also that they were psychologically damaged. (Title VII of the Civil Rights Act prohibits discrimination in employment based on race, color, national origin, religion and sex, and covers sexual harassment.)

Lower courts have split on the issue, which is important in determining not only what constitutes sexual harassment but also whether monetary damages can be collected.

In 1986, the Court ruled in a unanimous decision that Title VII prohibits not only demands for sexual favors but also behavior which creates a "hostile or abusive work environment." The new case affords the court an opportunity to further define what constitutes a hostile environment. Essentially the question is whether a woman may win a sexual harassment case if the conduct would have offended a reasonable victim, or if she may win only if psychological injury has occurred.

The current case involves a woman manager of a forklift company whose president made sexist and sexual remarks to her in the presence of others. The judge who heard the case found that the president was a "vulgar man" who "demeans the female employees," but dismissed the case because the remarks were not sufficiently egregious to affect the manager's well-being.

Although the case does not involve colleges, the decision will apply to educational institutions. The case, *Harris v. Forklift Systems*, will be heard next fall.

SOCIOLOGISTS ORGANIZE AGAINST SEXUAL HARASSMENT

◆A new organization, Sociologists Against Sexual Harassment (SASH), held its first conference last August to discuss issues of sexual harassment in academe. For further information, write Kimberly Cook, Department of Sociology, University of New Hampshire, Durham, NH 03824; e-mail K_COOK@UNHH.UNH.EDU.

SEXUAL HARASSMENT RESOURCES

Video. *Sexual Harassment in the Workplace* was broadcast in January 1993 on many public broadcasting stations. Although it deals primarily with workplace harassment, the program is appropriate for training sessions concerning academic employment. The hour-long video is available, with a resource guide book, for $39.95 plus $4 shipping for personal use; for $200 plus $4 shipping for use in a professional or public setting. Write KCET Community Outreach, 4401 Sunset Blvd., Los Angeles, CA 90027. A half-hour version of the program is also available, with a trainer's guide and participant materials, for $495 from Lumina Productions, 10995 Negley Avenue, San Diego, CA 92131.

Manual. *Sexual Harassment and Teens* is one of the first guides for dealing with student-to-student sexual harassment. Although aimed at high school students, the information and training exercises are useful with all young people. The book defines sexual harassment, reviews relevant laws, and presents a training program for use with students, including materials which can be used to make overhead transparencies.

Written by Susan Strauss with Pamela Espeland, the 149-page book is available from the Free Spirit Press, 400 First Avenue North, Suite 616, Minneapolis, MN 55401, 1-800 735-7323.

SEXUAL ASSAULT

NEW HAMPSHIRE WRITES PARENTS ABOUT ASSAULT AND DISRESPECT OF WOMEN

◆When the University of New Hampshire held a rape awareness session for nearly 700 athletes, some of the athletes laughed, joked, and engaged in behavior that was "offensive" and "disruptive" during a student performance of a skit about date rape. When campus response was intense and critical, interim vice president for student affairs, Dan DiBiasio, wrote a six-page letter to every student on campus, condemning the actions of those who were uncivil, detailing the sanctions to be implemented, and describing how a new program for training athletes will be developed. The letter also described other incidents, described the number of sexual assaults reported, and explained the programs UNH has developed to deal with sexual harassment and assault.

The letter was then sent with a cover note to all parents of students, reiterating the institution's commitment to eradicating sexual violence, to offer prevention and victim assistance programs, and to "pursue accountability."

NEED HELP DEALING WITH THE LAW?

◆Two papers prepared bythe National Association of Student Personnel Administrators (NASPA) may be of help:

- "Complying with the New Federal Laws: Sex Offenses on Campus" summarizes new requirements for colleges and universities under the Student-Right-to-Know and Campus Security Act and the Higher Education Amendments of 1992. The new requirements are effective July 1, 1993. Prepared in conjunction with the American Council on Education.
- "Statement Concerning Campus Disciplinary Procedures and the Criminal Law in Sexual Assault Cases" provides guidance to campuses as they review their procedures for adjudication of sexual assault cases.

The two four-page papers are available from NASPA, 1875 Connecticut Avenue NW, Suite 418, Washington, DC 20009 for $5.00 for the pair plus $3.50 for shipping and handling.

NEW RESOURCES

For men. "Man-to-Man: When Your Partner Says NO" talks about pressured sex and date rape and includes a list of dating rights. Aimed at men, the booklet might also be helpful to women and parents. Written by Scott Allen Johnson, the 40-page publication includes a short bibliography and is available from the Safer Society Press, RR 1, Box 24-B, Orwell, VT 05760-9756, for $6.50 up to four copies. Bulk rates available.

For survivors. "Handbook for Survivors: A Guide to Surviving Sexual Assault" covers almost everything a survivor or friend or relative of a survivor might want to know. It addresses such issues as going to the emergency room (why and what will happen), who pays for medical or psychological services, legal rights, victim/witness assistance program, feelings and reactions, and other concerns specifically related to survivors who are male, lesbian, disabled, Black, Latina, Asian or Asian-American, teenagers, and non-citizens. The book also contains a helpful list of local resources and a reading list. Published by the Sexual Assault Education Office at the University of Virginia and aimed at local residents and U-VA students, the book could be used by other colleges if a separate list of local resources were added. It could also serve as a model for others to use in developing similar materials. For information about the 28-page booklet, call 804-924-1128 or write the Women's Center, Box 323 HSC, Charlottesville, VA 22908.

For examining your campus for women's safety issues. A campus-specific safety audit booklet should be helpful to institutions assessing campus safety and security issues. "The Women's Campus Safety Audit Guide" describes the purpose of an audit and gives practical advice on how to conduct one. The 42-page booklet was prepared by the Metro Action Committee on Public Violence Against Women and Children and the Committee on the Status of Women Council of Ontario Universities. For information, contact the latter at 444 Yonge Street, Suite 203, Toronto, Ontario, M5B 2H4, Canada.

WOMEN IN SCIENCE AND ENGINEERING

LOOKING FOR HELP WITH SCIENCE AND ENGINEERING PROGRAMS FOR WOMEN?

◆*Science and Engineering Programs,On Target for Women?* contains a wide variety of information about programs and interventions to help women enter and pursue careers in science. The book is an outcome of a conference held in 1991 by the National Research Council Committee on Women in Science and Engineering, which examined a wide spectrum of interventions in order to determine the characteristics shared by successful programs and to discuss methods of implementing such programs on a broader scale.

The book describes both specific and general programs and includes anecdotal and statistical information about women in science and engineering programs. It discusses pre-college, undergraduate, graduate, and postdoctoral interventions, as well as those relating to employment in academe, industry, and the federal government. A summary chapter provides specific information useful for all programs. The 216-page book is available for $29.95, plus $4.00 for shipping and handling, from the National Academy Press, 2101 Constitution Avenue NW, Washington, DC 20418.

WHAT'S HOLDING UP THE GLASS CEILING?

◆A new report by the Commission on Professionals in Science and Technology (CPST) examines the barriers to women's full participation in science and engineering, noting that cultural, attitudinal, and structural bias play a major role. Not only do women continue to earn less than their male counterparts, they have a higher rate of unemployment and are often the first to be laid off in industry and in academe.

What Is Holding Up the Glass Ceiling: Barriers to Women in the Science and Engineering Workforce was written by Betty M. Vetter, editor of *Manpower Comments*. Copies are available for $25 from CPST, 1500 Massachusetts Avenue NW, Suite 831, Washington, DC 20005

A GOOD IDEA: MENTORING

◆A new mentoring handbook, *A Hand Up: Women Mentoring Women in Science*, includes interviews with women scientists and students and several short essays about mentoring. Guidelines, resources, and networks are also described. Edited by Deborah C. Fort, the book is available from the Association for Women in Science, 1522 K Street, NW, Suite 829, Washington, DC 20005 for $15 plus $1.50 for postage for members, $19 plus postage for nonmembers.

WOMEN IN ENGINEERING

◆A new report traces the changes that have occurred concerning women in engineering and shows how specific programs to help women students makes a difference. *Final Report: The 1991 National Survey of Women in Engineering Programs*, edited by Emily Wadsworth and William K. LeBold, found that recruitment and retention activities and networking with professional women were related to higher enrollments of women engineering students.

For further information, contact Emily Wadsworth, Women in Engineering Program, Purdue University, 1284 Civil Engineering Building, Room G293, West Lafayette, IN 47907.

FIRST-YEAR STUDENTS TARGETED AT DARTMOUTH

◆Nearly one fourth of women in the classes of '94 and '95 have participated in programs organized by the Women in Science Project. In addition to offering special science seminars, career workshops, discussion groups, industrial site visits, and upperclass women mentors, the program has the unusual feature of offering approximately 45 paid internships for first-year women.

Rare for first-year students, the internships offer the opportunity to work one-on-one with a science faculty member in the lab, doing hands-on research in fields such as biology, biochemistry, computer science, earth sciences, engineering sciences, mathematics, and physics. Compensation allows the student to pursue the internship rather than a paid part-time position.

For further information, contact Mary L. Pavone, Director, Women in Science Project, Room 211, Cummings Hall, Dartmouth College, Hanover, NH 03755-8000.

E-MAIL LISTS

- Women In Science and Engineering network (WISENET) is WISENET@UICVM.BITNET. To sign up, send "subscribe WISENET yourfirstname yourlastname to: LISTSERV@UICVM.BITNET
- Feminism in/and Science and Technology: Listserv@dawn.hampshire.edu.

RESOURCES

MINORITY WOMEN IN HIGHER EDUCATION

•*Perspectives on Minority Women in Higher Education* covers a wide range of issues such as the hostile climate for students, educators and administrators; support systems and networking; how to resolve conflicts; concerns of African-American women, Hispanic women, and university women in other countries.

Edited by Lynne Brodie Welch, the 159-page book should be useful to scholars in education, women's studies, and minority/ ethnic studies. Available from Praeger Publishers, Greenwood Publishing Group, 88 Post Road West, Box 5007, Westport, CT 06881 for $39.95.

•*Black Women in America: An Historical Encyclopedia* provides a comprehensive look at the history and lives of Black women in America. The two-volume set contains more than 800 entries about the women and their times: 641 biographies and 163 essays which discuss general topics such as abolition and the black middle class as well as specific organizations and their activities. More than 450 pictures are included.

Edited by Darlene Clark Hine, the 1,530 page set is published by Carlson Publishing and costs $195.

•*Notable Black American Women*, edited by Jessie Carney Smith describes the lives of 500 African-American women. Entries of 1,200 to 3,500 words are followed by source references. Quotations from the women and photographs enhance the book. Published by Gale Research, Detroit, MI. Cost is $49.95.

•*A Directory of Fellowships, Scholarships, and Grants Available in the U.S. to African Women Students and Scholars* is a 31-page directory published by the University of Wisconsin-Madison's Women's studies Research Centers. Compiled by Aili Mari Tripp, the directory is available for $2 on the UW-Madison campus; $3.25 elsewhere. Address: 209 N. Brooks Street, Madison, WI 53704.

EVERYTHING YOU WANTED TO KNOW ABOUT NEW BOOKS ABOUT WOMEN

◆The newest edition (Number 20) of *New Books on Women and Feminism* primarily covers works published during 1991 and 1992. Arranged by subject, the book covers such areas as anthropology, art (including architecture, photography, film criticism, and music), biography, education, essays, health, humor, international studies, journalism, language, lesbian studies, literature, philosophy, politics, psychology, reference and bibliography, religion, science, sexuality, sports, and women's movement. A list of new periodicals is included.

Indexed by subject and author, the 82-page book is published by Phyllis Holman Weisbard, Acting Women's Studies Librarian for the University of Wisconsin System, 430 Memorial Library, 728 State Street, Madison, WI 53706. Available by subscription, with rates based on Wisconsin location and institutional affiliation.

THE HIGHER EDUCATION ACT: A GUIDE FOR WOMEN

◆This guide outlines and highlights the provisions and programs in the Higher Education Act Amendments of 1992 which are important to women students, such as financial aid and the need analysis process. It describes programs for women graduate students as well as math and science programs to encourage women and minority participation and summarizes information about required campus security policies and grants for sexual offenses education programs. The guide also reviews new studies and research which address areas important to women.

Individual copies are $5 and must be prepaid. Make checks payable to the National Coalition for Women and Girls in Education (which produced the guide), and send orders to the National Displaced Homemakers Network, Attention: Margie Davis, 1625 K Street NW, Suite 300, Washington, DC 20006.

JOB LINE

OREGON STATE UNIVERSITY

Associate Provost for Information Services

POSITION: Oregon State University invites nominations and applications for the position of Associate Provost for Information Services. The Associate Provost for Information Services will provide coordination, vision, leadership, and advocacy for the effective application of information technologies to the instructional, research, and service missions of the university. Reporting to the Provost/Executive Vice President, the Associate Provost has executive responsibility for university-level policy development and strategic planning in the area of information services. The Associate Provost for Information Services has line responsibility for the Communication Media Center, Telecommunication Services, and University Computing Services. The University Librarian reports to the Associate Provost on matters pertaining to information systems, budget, and personnel.

QUALIFICATIONS: The successful candidate will have a minimum of a master's degree, proven management and leadership abilities, broad technical knowledge, excellent communication skills, the ability to foster cooperative relationships within a diverse community, and a record of commitment to equal opportunity and affirmative action. Management experience in an academic environment is preferred, and a record of accomplishment that would allow appointment to a tenured position in an academic unit is desirable.

UNIVERSITY AND COMMUNITY: Oregon State University, a comprehensive Carnegie I research institution, is the state's land, sea, and space grant university. Approximately 15,000 students, 2,300 of them graduate students, are currently enrolled in academic programs housed in the institution's 11 colleges.

The city of Corvallis, an attractive community of 44,000 is ideally situated on the shores of the Willamette River in the mid-Willamette Valley. Corvallis is located between the majestic Cascade Mountains to the east and the Coast range to the west, beyond which lie the scenic beaches of the Oregon Coast. The surrounding area abounds in open spaces, national forests, and extensive recreational opportunities.

APPLICATION PROCESS: The Search Committee will begin review of credentials on July 15, 1993, but credentials will be accepted for consideration until the position is filled. The position becomes available October 1, 1993, start date is negotiable. Nominations are invited. Requests for further information, nominations and letters of application -- including a vita and identification of five references -- should be sent to:

Dean Michael Maksud, Chair
Associate Provost for Information Services Search Committee
Administrative Services AdS A624
Oregon State University
Corvallis, Oregon 97331-2128
Voice: (503) 737-2111, Fax: (503) 737-3033
Internet: apissrch@ccmail.orst.edu

Oregon State University is an Affirmative Action/Equal Opportunity Employer and is also responsive to the needs of dual career couples.

RECONCILING GENDER ISSUES IN HIGHER EDUCATION

Successes and Strategies Affecting Climate & Curriculum

OCTOBER 4 & 5, 1993
SHERATON HOTEL,
BURLINGTON, VERMONT

Sponsored by The University of Vermont and The National Association for Women in Education

- Institutional Restructuring
- Transformation of Curriculum
- Climate Issues on the College Campus
- Developing Voice in Higher Education
- Supportive Environments for Learning & Knowing
- Layered Identities: Gender, Race/Ethnicity, Class & Sexual Orientation

— Presenters —

Bernice R. Sandler, *Senior Associate, Center for Women Policy Studies*
Alison Bernstein, *Director, Education and Culture Programs, The Ford Foundation*
Karyn McTighe Musil, *Senior Research Associate, Association of American Colleges*
Jill Mattuck Tarule, *Dean, College of Education and Social Services, The University of Vermont*

CONTACT UVM DIVISION OF EDUCATION, BURLINGTON, VERMONT AT 800-639-3188 OR 802-656-2088 FOR MORE INFORMATION.

INITIATIVES

POPULAR BACK ISSUES ARE STILL AVAILABLE.

Special issues of *Initiatives*—NAWE's award-winning journal—on

- **Sexual Harassment on Campus (2 parts)**
- **Women's Colleges (2 parts)**
- **Black Women in Higher Education**
- **Women's Centers**

can be purchased at $13.00 per copy ($26.00 per 2-part set) directly from the NAWE Washington Office. Orders must be prepaid.

BEST COPY AVAILABLE

DEAN, COLLEGE OF GENERAL STUDIES

University of Pittsburgh

Pittsburgh, Pennsylvania

The University of Pittsburgh invites applications and nominations for the position as Dean of the College of General Studies.

The College of General Studies is located primarily on the main campus and enrolls approximately 5,000 students. It currently provides undergraduate degree programs chiefly to non-traditional students in the areas of arts and sciences, administration of justice, business, accounting, legal studies, and health services. In addition, the College of General Studies offers degree-related and non-degree certificate and informal programs. The College of General Studies is an integral part of the University of Pittsburgh and draws its teaching staff from the Faculty of Arts and Sciences and several of the professional schools.

Candidates must possess an earned doctorate and should have extensive administrative experience and demonstrated managerial skills. To be considered, candidates must also have scholarly academic credentials and should qualify for a tenured faculty position in an appropriate discipline. Candidates should have a strong commitment to teaching and continuing education and an interest in fostering alumni relations and affirmative action, for both staff and students. In addition to these qualifications, candidates must demonstrate leadership, initiative, creativity, and a strong presence. Candidates are sought who will put forth fresh, new ideas in order to initiate change in a dynamic, forward-moving environment.

Salary is competitive and negotiable.

Interested applicants are encouraged to apply as early as possible. Applications and nominations will be considered until the position is filled. The probable starting date for this position is set for January 1, 1994. Applications and nominations should be sent to:

Dr. Andrew R. Blair, Chairperson
Dean Search Committee
801 Cathedral of Learning
University of Pittsburgh
Pittsburgh, PA 15260

The University of Pittsburgh is an Affirmative Action, Equal Opportunity Employer. Women and minority group members are invited and encouraged to apply.

HOW TO ADVERTISE
IN JOBLINE AND ETCETERA

It's easy—and cost-effective—to advertise in the *About Women on Campus* Job Line and Etcetera.

Quarter page (31/2" x 5")	$150
Half page (3 1/2" x 9 1/2" or 7" x 5")	$200
Full page (7"x 9 1/2")	$300

We can accept camera-ready display ads or set type from your copy.

For more information or to reserve ad space, call 202/659-9330 or FAX 202/457-0946
or write: *About Women on Campus*
1325 18th Street NW, Suite 210
Washington, DC 20036-6511

WOMEN'S INTERNATIONAL NETWORK NEWS
REPORTS ON WOMEN'S DEVELOPMENT WORLD WIDE
187 GRANT STREET, LEXINGTON MA 02173
SAMPLE FREE/$1.00 POSTAGE

◆

☐ **YES** *I am concerned about women on campus and want to enter my subscription to* About Women on Campus.

Special introductory subscription rates:

Individual	**1 year (four issues)**	**$20**	**Institution**	**1 year (four issues)**	**$28**
	2 years (eight issues)	**$35**		**2 years (eight issues)**	**$50**

Foreign subscriptions: **Please add $7.00 per subscription to cover additional postage.**

Discounts are available for bulk subscriptions **mailed to a single institutional address. Call 202-659-9330 (FAX 202-457-0946) for details.**

Name ____________________

Title ____________________

Institution ____________________

Address ____________________

City/State/Zip ____________________

Send subscription form and check or institutional purchase order made payable to NAWE to: ***About Women on Campus*****, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511**

☐ **AND** *I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations.*

Send information about membership to the address I have provided above.

◆

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511

Second Class Postage
Paid at Washington DC

HE

ABOUT WOMEN ON CAMPUS

VOLUME 2 NUMBER 4 ◆ FALL 1993

TITLE IX

AT LEAST 1.1 MILLION REASONS TO COMPLY WITH TITLE IX

◆ In the first monetary award by a jury involving Title IX since a unanimous U.S. Supreme Court decision in February 1992, which allowed Title IX plaintiffs to collect damages, Howard University (DC) has been ordered to pay nearly $1.1 million to its women's basketball coach, Sanya Tyler. Title IX prohibits sex discrimination in educational institutions receiving any federal assistance.

Although this award relates to discrimination in athletics, other discrimination cases filed under Title IX may also generate large monetary awards.

Tyler's salary was $44,000, while the men's coach received $78,500 plus a car. His office is air-conditioned and carpeted and includes a reception area. In contrast, Tyler's office is the space occupied by the former men's basketball coach—a former closet without air conditioning, which she shared with the women's volleyball coach.

It took a jury two hours to find a "willful" violation on the university's part and award Tyler nearly $2.4 million. Judge Arthur L. Burnett, Sr., reduced the award to $1.1 million, citing that the jury's three awards of $600,000 were overlapping and needed to be merged into one $600,000 award for violating the District of Columbia Human Rights Act, for retaliation for filing a sex discrimination claim, and for violating Title IX. He also allowed $322,000 for emotional distress and another $138,000 for damages in relation to her claims that she had been underpaid for three years. In addition to the judgment against the university, another $54,000 was awarded for a separate claim of defamation against the former basketball coach and athletics compliance officer.

Howard University has said it will appeal the decision. In the meantime, institutions around the country are nervous. Some experts are predicting that institutions may be more willing to settle cases filed under Title IX rather than risk a large damage award resulting from a court trial.

CONTENTS

Title IX 1
From Around the Campus 2
Free Speech 4
Women in Athletics 6
Women in Academe 8
Families and the Campus 9
Sexual Harassment and Campus Rape 9
Resources 12

Coming soon!

A new look for our newsletter

NATIONAL ASSOCIATION FOR WOMEN IN EDUCATION ◆ NAWE

AND 71,736 MORE REASONS TO COMPLY

$71,736 has been awarded to 13 women athletes at Colorado State University. The Tenth Circuit Court of Appeals upheld an earlier verdict of a lawsuit filed by members of the softball team after CSU canceled the sport.

The ruling also upheld the US Department of Education's Office for Civil Rights' proportionality test for compliance with Title IX. The judges ruled that the 10.5 disparity between female participation and female undergraduate enrollment is not substantially proportionate. In 1992, women were 48.2 percent of the student body but only 37.7 percent of CSU athletes.

The ruling is likely to have significant impact, because most institutions have assumed that disparities in proportionality (such as 10 percent) would not be a violation of Title IX.

AND MAYBE 140,000 MORE REASONS

Auburn University has agreed to pay $140,000 to 18 members of the university's women's club soccer team and their attorney and to start a varsity soccer team this fall. The women had filed a charge in April 1993, seeking to upgrade the soccer team to varsity status and to increase support for women's athletics.

(For more news on athletics, see page 6.)

FROM AROUND THE CAMPUS

A CHILLY CLIMATE FOR GRADUATE WOMEN

◆A study of graduate students at the University of Michigan revealed that women are more likely to consider the university as alienating and less likely to describe it as accepting than are men. Eighty-two percent of the women endorsed a statement that they would like more cooperative or interactive approaches to learning, compared to 77 percent of the men. Women also viewed the university as significantly less helpful, flexible, or concerned than did men. Women were also more likely to report a higher level of stress associated with combining the role of student with other aspects of life, such as work, family, and outside activities.

ABOUT WOMEN ON CAMPUS

Women's Issues Project
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant
Editor: Bernice Resnick Sandler
Business Manager: Patricia Rueckel

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $65 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

ISSN: 1061 768X

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

Volume 2, Number 4, Fall 1993

© 1993 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, or disability in any of its policies, procedures, programs, or practices.

Published with support from the Marriott Corporation, Education Services.

Nearly a fifth of women reported sexual harassment: they had experienced sexual teasing, jokes, or innuendos from faculty members. A similar percentage reported hearing faculty make offensive statements about the bodies of women students, faculty members, and staff. Pressure for sexual favors from faculty members was reported by 1.5 percent of the women. Figures for harassment from fellow students were higher than those reported for harassment by faculty: nearly 40 percent of the women had experienced sexual teasing and 36 percent reported hearing offensive comments about women faculty, staff, or students.

The study was conducted by the University of Michigan Center for the Education of Women (CEW) in collaboration with the Horace H. Rackham School of Graduate Studies. To order the full report, contact CEW, 330 East Liberty, Ann Arbor, MI 48104-2289.

SUPREME COURT: NO HELP FOR ALL-MALE VMI

◆In May 1993 the U.S. Supreme Court refused to hear an appeal from Virginia Military Institution, an all-male state-supported school. The U.S. Court of Appeals for the Fourth Circuit had ordered Virginia officials to admit women, set up an equivalent all-female program, or turn VMI into a private institution. Seven women's colleges supported VMI's bid to retain an all-male student body.

The subject may become an issue in the Virginia gubernatorial race. Mary Sue Terry, Democratic nominee, issued a statement urging VMI to admit women.

The Supreme Court's refusal also affects the Citadel, a similar state-supported military institution in South Carolina, and in the same circuit court area. In March, 1993, Shannon Richey Faulkner filed suit against the Citadel after she was rejected for admission. She previously had been accepted as a provisional student when reference to her sex was omitted from her high school transcripts. The Citadel rejected her when it realized she was female. In April the Department of Justice decided to intervene in Faulkner's lawsuit.

U-VA LITERARY SOCIETY FOUND TO EXPLOIT WOMEN

♦ In our Summer 1993 issue we described accusations of sexism against the University of Virginia's Jefferson Literary and Debating Society. The prestigious 168-year-old organization whose former members include Edgar Allan Poe and Woodrow Wilson was investigated by a task force of students, professors, and administrators who found that male members of the society exploited women recruits, forced some of them to have sex, and regularly provided alcohol to underage students. The report was initiated after seven male and female members of the society sent the president of U-VA a letter describing numerous incidents, including the handing out of a package of condoms to the male member who "scored" the most with female recruits or probationary members.

As punishment, the society can no longer meet in the historic Jefferson Hall until progress has been made in addressing the complaints. It must also appoint an ombudsman to take complaints from probationary members, and abide by university regulations prohibiting serving alcohol to members.

CAMPUS REPORT EVALUATES TWENTY YEARS OF "PROGRESS" RESOURCES

♦ Wayne State University (MI) joins a growing list of institutions evaluating the changes that have occurred over the last decade or so. The 71-page report was prepared by the President's Commission on the Status of Women as part of its 20th anniversary celebration. The report examines areas such as women as students, women's studies, athletics, career development, employee hiring and advancement, salary, benefits, mentoring, child care, sexual harassment, and the women's resource center. Approximately 50 recommendations are included.

The report described gains in the number of women students, and in benefits for employees. It also noted that the gap in salaries between men and women had increased between 1972 when women earned 23.3 percent less than men and1992 when they earned 28 percent less than men. The percent of women faculty, excluding lecturers and instructors, increased from 22 percent to 24.7 percent, a 2.7 percent increase over the ten year period.

MORE WOMEN DOCS ON THE WAY

♦ Mt. Sinai School of Medicine became the first graduate medical program in New York to graduate more women than men when 67 of its 128 1993 graduates were women. Eighteen of the nation's 126 medical schools have more women than men in their first year classes. At eight schools, including Harvard University, women students outnumber men.

NATIONAL MERIT SCHOLARSHIPS: MERIT OR GENDER BIAS?

♦ Although young women consistently receive higher grades in both high school and college, more than 60 percent of the nearly 16,000 1992-93 National Merit Scholarships will go to men, continuing a pattern which has been criticized for many years. Females received 35 percent of the awards, while at least 61 percent went to males. The gender of the remaining 4 percent could not be determined by name.

For further information contact FairTest, National Center for Fair and Open Testing, 342 Broadway, Cambridge, MA 02139.

HOW TO GET, KEEP, OR BE A MENTOR

◆A short paper on "Mentoring in Educational Settings: Unresolved Issues and Unanswered Questions" explores whether people writing about mentoring are describing the same phenomenon. A second article "Learning From the Field: Mentoring Projects in Field-based Settings" summarizes several mentoring projects. The two papers, along with a short list of resources, appeared in the May 1993 *WEEA Digest*, which is published by the Women's Educational Equity Act Publishing Center at 55 Chapel Street, Newton, MA 02160. To receive a free copy of the May 1993 issue, to be placed on the Center's mailing list, or to receive its free catalogue of gender-free materials, call 1-800-225-3088. (See "Resources" for more information about the Center.)

MEN NO LONGER WELCOME

◆The College of Saint Mary (NE) will no longer admit men. For more than a decade men have been allowed to take courses in a weekend program, and some were allowed to take day classes. The school wants to refocus on women and has been concerned about the perception that it was a coed institution when in fact it is not.

The 120 men currently enrolled will be allowed to finish their degrees.

FREE SPEECH

POLITICAL CORRECTNESS: WHAT THE DEBATE IS REALLY ABOUT

◆A new report examines "p.c.," provides information about related issues, and explores ways to disseminate accurate information. To Reclaim a Legacy of Diversity: Analyzing the "Political Correctness "Debates in Higher Education was recently published by the National Council for Research on Women with support from The Ford Foundation.

The report defines what political correctness is, discusses the implications, and places "p.c" in historical perspective, describing it as "the most visible form of resistance to a process of institutional change that began...in the late 1960's, when, in response to the civil rights movement, colleges and universities, directed by law, began to grant access to more diverse populations."

Placing the "p.c." debates in a broad social context including women's studies and ethnic studies, the report documents the backlash against higher education reform, describes the actual situation on campuses today, and discusses media coverage, liberal responses to the backlash, and issues of campus violence and campus climate.

A bibliography and appendices provide resources for responding to the backlash and for learning more about women's studies, ethnic studies, curriculum revision, representation of women and minority faculty, administrators, staff, and students, and other efforts for change in higher education.

The 71-page report is available for $12 from the National Council for Research on Women, 530 Broadway at Spring Street, 10th Floor, New York, NY 10012.

UGLY WOMAN CONTEST PROTECTED BY CONSTITUTION

◆A federal appeals court upheld the right of a George Mason University (VA) fraternity to stage an "ugly woman" contest. Members of Sigma Chi fraternity had dressed up as women, with the assistance of Gamma Phi Beta sorority. One man had dressed as a Black woman, wearing blackface and a wig, with pillows strapped under his blouse and the back of his skirt.

Both the fraternity and sorority had been disciplined and prohibited from participating in any activities or events other than those related to cultural diversity or women's issues. The fraternity sued, noting that the school's assistant director for student organizations had approved the contest.

The fraternity won at the district level; now the circuit court of appeals has upheld that decision.

THEFT OF NEWSPAPERS BRINGS CHARGES AGAINST STUDENTS.

◆ Students who were angered at antifeminist writings in a right-wing student newspaper stole about 4,000 copies of *The Lionhearted* at Pennsylvania State University. Two women, both recent journalism graduates, have been charged with theft, receiving stolen property, and criminal conspiracy.

The night of the theft, protesters also burned several hundred copies of the paper in front of the law offices of a trustee who helped start *The Lionhearted* in 1989.

Copies of conservative right-wing newspapers have also been stolen at Dartmouth and North Carolina State University. Students who stole copies of the daily student newspaper at the University of Pennsylvania last April face disciplinary hearings. The theft at Penn State is the first one in which criminal charges have been filed.

WHO'S SUING WHOM: CHARGES AND COUNTERCHARGES AT OCCIDENTAL COLLEGE

◆ Alpha Tau Omega at Occidental College (CA) has a long history of behavior considered offensive toward women. (See our Spring 1993 issue.) A few years ago, students held a candlelight vigil to protest offensive references to women. At that time, the school required ATO members to participate in a workshop on sexual harassment. The fraternity was also temporarily suspended by its national headquarters because of a poem describing a violent rape printed in its November 1992 newsletter.

Women have now charged the fraternity with singing a song to a sorority about mutilating a women's genitalia with a chain saw, after which the men pulled down their pants and some mooned the women. Occidental investigated the fraternity under its sexual harassment policy, which prohibits "conduct... [which] has the purpose or effect of unreasonably interfering with an individual's work or educational performance, or of creating an intimidating, hostile, or offensive environment for work or learning." The policy is based on legal precedent (see page 6).

ATO attempted to bar Occidental from conducting hearings against its members, and cited a

FREE SPEECH, SEXUAL HARASSMENT, OR AN UNPLEASANT WORKPLACE?

Can a man have a sexy picture of his wife on his desk? Particularly if it offends his officemates and undergraduate visitors?

That was the question faced by the University of Nebraska, when Chris Robinson, a graduate student in clinical psychology had a 5 x 7 photograph of his wife in a chain-mail bikini. Two female graduate students who share the office with him told Robinson that the picture created a hostile environment for them and for undergraduates who visited the office.

John J. Berman, chair of the department, agreed with the women officemates and told Robinson to remove the photograph. When Robinson protested, university lawyers declared that there were no First Amendment issues and that the problem was one of a supervisor's prerogative to insist on a smoothly running work environment. Robinson removed the picture, which he describes as "provocative." He was quoted as saying he wished the problem had been resolved through collegial discussion rather than by administrative fiat, although he was not responsive when the women originally spoke with him.

Commenting in a letter to the *Washington Post*, Victoria Nichole Voytko of Charlottesville, VA, described criteria that could be invoked:

An academic environment is a place of study and instruction; whatever conduces to such should be encouraged, and whatever interferes with effective teaching and research should be discouraged.

As to the standards to be used to guide employees wishing to put up pictures of wives, husbands or companions, Voytko suggested the following:

> *...there is no real-world confusion on this point. A non-arbitrary standard is already available and, in fact, widely observed by sensitive people in all walks of life: When bringing a photograph of someone to the office, make sure the subject is* ***dressed for*** *a visit to the office.*

state law which required private institutions to meet the same free-speech standards as do public institutions. (The free speech guarantees of the Constitution apply to governmental entities including public educational institutions.) Occidental then settled the case with the fraternity by agreeing to revise its sexual harassment policy and to drop the charges against ATO members. ATO agreed that its members would not engage in public nudity again.

Women students angry with this response filed charges with the US Department of Education, which is investigating the charges. The fraternity is now suing the federal government to block the investigation. (Much of the chronology discussed here is from the *Chronicle of Higher Education*, July 7, 1993.)

Note: In *Meritor v. Vinson* (1986), the U.S. Supreme Court unanimously expanded the definition of sexual harassment to include "hostile environment" in the workplace and fully accepted the guidelines of the Equal Employment Opportunity Commission (EEOC), which define it as "conduct [which] has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment." EEOC has responsibility for enforcing Title VII which prohibits workplace discrimination on the basis of race, color, national origin, religion, and sex.

When the federal government and the courts examine Title IX (the law that prohibits sex discrimination against students and employees in federally assisted educational institutions), they look toward the precedents established under Title VII. The Office for Civil Rights at the US Department of Education enforces Title IX and is developing new guidelines on sexual harassment. However, it is interpreting Title IX as covering hostile environment harassment, including student-to-student harassment. A letter of finding dated April 27, 1993, indicates how OCR is handling charges of peer harassment. (See our Summer 1993 issue.)

WOMEN IN ATHLETICS

UNIVERSITY OF TEXAS PLANS WHOPPING 21 PERCENT INCREASE IN WOMEN ATHLETES

♦As part of an out-of-court settlement, the University of Texas has agreed to increase the number of women participating in sports from the current 23 percent to 44 percent by the end of the 1996 school year. It will also increase women's share of athletic scholarships from 32 percent to 42 percent during the next five years.

The cost of the settlement will be more than $1 million per year. President Robert M. Berdahl said the costs would be met by joint fundraising by the men's and women's sports program, cost-cutting, and a possible increase in student fees.

The settlement was reached after two days of court-ordered mediation and resulted from a suit filed by seven women students who accused the university of denying them an equal chance to play college athletics.

STANFORD GIVES WOMEN'S SPORTS BIG BOOST

♦Stanford University announced a four-year plan to achieve parity between men's and women's sports programs. Three varsity teams (synchronized swimming, lacrosse, and water polo) will be added, one each year, and an additional 29 scholarships will be offered. Currently, women are 40 percent of the athletes in varsity sports but receive about 30 percent of the scholarships.

The university will also provide more office space, locker rooms, playing fields, coaches' office space, additional clerical support, publicity, academic advising, and athletic training. The Women's Sports Enhancement Program will begin with the 1993-94 academic year, continuing through 1996-97, with annual costs to reach $1 million by the fourth year. The impetus for the new program grew out of a 1991 review committee which examined men's and women's sports programs.

Men's programs will not be reduced to pay for the women's programs.

CORNELL SUED FOR DROPPING WOMEN'S FENCING AND GYMNASTICS

◆Nine members of Cornell's former fencing and gymnastics teams have filed a lawsuit under Title IX charging that the teams were unfairly dropped. The women charged that the elimination of these sports widened the gap between men's and women's participation in sports. Though 44 percent of the student body, women are only 29 percent of the athletes.

Title IX, passed in 1972, is the federal law that prohibits sex discrimination in schools receiving federal funds.

MEN'S TEAMS CUT: IT MUST BE SEX DISCRIMINATION

◆Five male students at Drake University (IA) have filed a lawsuit charging that Drake discriminated against men when it dropped its wrestling program. The men claimed that wrestling was unfairly targeted for elimination even though women receive more sports scholarships than men. Women, who make up almost 40 percent of the varsity athletes, receive 53 percent of the scholarship monies.

A University of Arkansas male student dropped his charge of sex discrimination when the university agreed to continue its men's swimming team for two more years which will allow freshmen from the 1993 season to complete their eligibility.

A case filed by male athletes at the University of Illinois at Urbana-Champaign is still pending.

CONGRESS HOLDS HEARINGS ON WOMEN IN SPORTS

◆A hearing before the House Energy and Commerce Subcommittee on Commerce, Consumer Protection, and Competitiveness added to the growing evidence that colleges and universities are not complying with Title IX when it comes to sports.

Five female athletes from Auburn, Brown, Colgate and Temple Universities described inequities at their campuses. The session was the latest in a series of hearings of sports issues convened by Representative Cardiss L. Collins, a Democrat from Illinois who chairs the subcommittee. Collins is sponsoring a bill which would require collegiate athletic programs to disclose information on participation rates, program support expenditures, and coaching salaries for women and men. The bill, H.R. 921, is now a provision of the Gender Equity in Education Act, a comprehensive package of legislation to address inequities in the education of girls and women. For a copy of the July 23rd hearing, write your Representative or contact the Subcommittee.

A NEW WAY OF LOOKING AT FOOTBALL: QUOTE OF THE DAY

"Football is not the goose that lays the golden egg. It is the fat goose that is eating all the food that could feed women's programs and other men's teams." —Donna A. Lopiano, executive director of the Women's Sports Foundation and former director of women's athletics at the University of Texas at Austin, as quoted in the *Chronicle of Higher Education*, July 28, 1993.

FLORIDA PASSES BILL TO REQUIRE GENDER EQUITY IN ATHLETICS

◆The Governor of the State of Florida has signed into law a bill requiring gender equity in sports at colleges and universities. What makes the bill unique is that the act allows the state to withhold money from institutions that are not in compliance with federal and state sex-discrimination laws.

The bill was passed after a statewide study found large gaps in the sports programs, particularly in the number of sports offered to men and to women. A similar bill has been introduced in both houses of the California legislature.

WOMEN TO GET MORE TEAMS THAN MEN

◆The twelve universities in the Southeastern Conference will sponsor at least two more sports teams for women than for men, starting in 1995-96. The Southeastern Conference will also require equitable funding of men's and women's programs in all areas including scholarships, recruiting, coaches' salaries, and support services. Each school must file a report indicating its compliance with Title IX by June 1994.

WORKING IN ACADEME

FOUR PROFS ASKED TO LEAVE IN WAKE OF SEX-BIAS COMPLAINTS

◆Four members of the journalism faculty have been asked by Baylor University (TX) to leave as a result of a complaint by a woman faculty member. Sara Stone filed a complaint with the Equal Employment Opportunity Commission under Title VII in November 1992 (Title VII prohibits discrimination in employment). She had testified earlier before a university mediation panel that she had been treated unfairly, including having to teach more courses than the men. She was also allowed less time to attend professional meetings and was not invited to faculty gatherings.

The university offered to buy out the contract of the one untenured faculty member. "Retirement-incentive packages" were offered to the three tenured professors. Two have retired, and the third will no longer teach in the journalism department but has transferred to a university institute.

SEX DISCRIMINATION COSTS UNIVERSITY OF MISSOURI $160,000

◆The University of Missouri at Columbia has been ordered by a federal jury to pay $160,000 to an assistant professor of biochemistry. Mary L. Polacco who was at the university for ten years claimed that she had not been given tenure-track status because her husband was tenured in the same department, and that she was fired after she complained about the lack of policy concerning hiring of academic couples.

The university claimed that she had not been fired but that her research money ran out.

SOMEWHAT MORE WOMEN FACULTY BUT LITTLE CHANGE IN SALARIES

◆Between 1972 and 1989 women faculty increased from 21.4 percent to 28 percent, but at public universities, the increase was only 3.6 percent. At private universities, it was 1.6 percent; at private four-year colleges, 3.2 percent; and at public four-year colleges, 8.8 percent. The largest increase occurred at the public two-year colleges where women increased 14.3 percent. The data appear in "The Changing Composition of the Faculty" by Jeffrey F. Milem and Helen S. Astin in the March/April 1993 issue of *Change* magazine. The theme of the issue is rethinking affirmative action. Edited by Catherine R. Stimpson, the articles cover a wide range of topics such as fostering diversity and its implications, federal policy, the attacks on affirmative action, equity management for the 21st century, and how to get results with affirmative action. Single copies cost $10.00. Call 1-800-365-9753.

Women were 29.7 percent of the faculty in 1992-93, an increase of 6.1 percent over the last ten years. Yet, according to the American Association of University Professors' annual salary survey, women's salaries proportional to men's have remained nearly constant: in 1982-83, women who were full professors earned 89 percent of their male counterparts' salaries; in 1992-93, they earned 88.2 percent of what male full professors were paid. Similarly, a female associate professor this year made 93 percent of the salaries earned by a male, nearly the same percentage as ten years previously.

The survey appeared in the March/April issue of *Academe*, AAUP, 1012 14th Street, NW, Suite 500, Washington, DC 20005. The price for the issue is $45.

FEMINISM AS AN ISSUE OF ACADEMIC FREEDOM AT MORMON INSTITUTION

◆Brigham Young University (UT) has denied tenure to an assistant English professor who is an outspoken feminist. President Rex E. Lee stated that her tenure denial was based only on scholastic shortcomings. Cecelia Konchar Farr had been reprimanded for speaking earlier at an abortion-rights rally and for her feminist academics.

BYU is operated by the Church of Latter-day Saints. Their academic freedom states that the mission is one of first-rate scholarship but that the university will not tolerate speech by faculty which contradicts fundamental church doctrine.

An anthropologist who was critical of Mormon missionaries was also denied tenure. Both faculty members plan to appeal their tenure denial. About 150 students conducted a rally to show support for both professors.

HARVARD CREATES FUND TO HIRE MORE WOMEN AND MINORITY FACULTY MEMBERS

◆Harvard University is developing a new fund to help departments hire more women and minorities. The fund, managed by the provost's office, will fund half the costs of three new tenured faculty members in 1993-94.

General funds will support the program for the first year; officials hope to raise money during Harvard's forthcoming capital campaign to fund 12 more appointments during the following four years.

ACADEMIC SISTER ACT

◆For what may be the first time, two sisters are presidents of academic institutions, and certainly it is the first time two Hispanic sisters are president. Naomi B. Lynn is president of Sangamon State University (IL). Her sister Ruth Burgos-Sasscer is the new president of San Antonio College (TX).

OOPS! WE GOOFED! TWICE!

• As several alert readers pointed out, we inadvertently used the words "women alumni" to refer to women who were alumnae of Indiana University in our Summer 1993 issue. Our collective faces are red with embarrassment.

• In the same issue, we mistakenly referred to the University of Illinois rather than Illinois State University (Normal) as changing its motto from "And gladly wolde he lerne" to "Gladly we learn and teach."

FAMILIES AND THE CAMPUS

LOOKING AT FAMILIES IN ACADEME

◆The University of Colorado-Denver has set up a Task Force on Work and Family Issues, one of a handful of institutions to do so. The group's mission is to "enable CU-Denver to attract, retain and motivate quality employees by recognizing and addressing their family and workplace needs." The task force started by conducting a needs assessment survey.

MAKING THE WORKPLACE BETTER FOR FAMILIES

◆The College and University Personnel Association (CUPA) has issued a guidebook on "Workplace Alternatives: How to Make Them Work for Your Institution." The 39-page booklet describes trends that make some traditional management practices inappropriate and explores a variety of flexible workplace arrangements such as flextime, job sharing, flexplace, compressed workweek, leave options, and miscellaneous appointments.

Each arrangement is described along with a list of pluses and minuses for the workplace, the persons served, and the employee, and how benefits are affected, if at all. Case studies are included, as well as a summary of sample benefits, a sample review request to address a flexible appointments proposal, an assessment process, sample implementation guidelines, and a short list of resources.

The booklet should be helpful to any institution contemplating workplace restructuring. Written by Barbara Butterfield, Anne Casey and Beth Kane, the booklet costs $20 from CUPA, 1233 20th Street, NW, Suite 301, Washington, DC 20036.

SEXUAL HARASSMENT AND CAMPUS RAPE

HOW MINNESOTA SCHOOLS DEAL WITH SEXUAL HARASSMENT

◆In 1992 the Minnesota legislature passed The Omnibus Crime Bill requiring all postsecondary institutions participating in state financial aid programs to develop plans to prevent campus violence and sexual harassment. The Office of the Attorney General and the Higher Education Coordinating Board were directed to prepare a review and comment on campus plans for the 1993 Legislature. A summary and review of these plans was prepared and submitted to the legislature in March, 1993.

The report describes the criteria for review, and describes what many campuses are doing concerning education and training programs for students, faculty, and staff; campus safety and security issues; procedures used to report crimes; and obtaining victim assistance.

Among some of the programs listed:

- Rochester Community College requires all students earning eight or more credits to attend at least one hour long session on sexual harassment or violence. Orientation can satisfy the requirement but students are also able to attend a cultural event, hear a guest speaker or take a credit course which includes this component. Events will be videotaped for later viewing by students needing to fulfill the requirement for graduation.
- Several institutions have mandatory training programs for student athletes.
- At Bemidji State University, the affirmative action officer conducts mandatory training on sexual harassment for all new staff, faculty, and graduate assistants.
- Prior to receiving annual salary increases, Augsburg College faculty and staff will sign a statement acknowledging the college's policies on sexual harassment and violence.
- All four University of Minnesota campuses and all of the eight State University System campuses provide or plan to provide training to security staff regarding the procedures for working with victims of sexual assault.

The information, along with a short list of recommendations, is contained in "Review and Comment on Campus Plans to Prevent Violence and Sexual Harassment." Contact the Higher Education Coordinating Board, Suite 400, Capitol Square Building, 550 Cedar Street, St. Paul, MN 55101.

DEPARTMENT OF EDUCATION INVESTIGATES HANDLING OF SEXUAL HARASSMENT AND SEXUAL ASSAULT CASES

◆At the request of several students and faculty members, the US Department of Education is conducting an investigation into how the University of California at Santa Cruz has handled 15 cases of sexual assault and sexual harassment.

The review was triggered by an incident of date rape in which two men had disciplinary action taken against them, but the university refused to disclose the sanctions. The two men have been seen on campus and rumors abound that they will be able to resume classes with nothing on their record to indicate they had been disciplined.

The university has sent out letters to faculty members and students, created a committee to evaluate campus policy, and increased the hours of the person handling sexual harassment and assault to a full-time position.

FACULTY URGED TO TEACH ABOUT VIOLENCE

◆As part of a Teaching Day on Stopping Violence Against Women, the faculty senate at the University at Albany, State University of New York approved a resolution to encourage faculty members to devote all or part of a class to discussion of this topic.

The teaching day also included panel discussions, a lecture, and videos.

MALE GETS HIGHEST AWARD EVER IN SEXUAL HARASSMENT CASE

◆A former male manager at a spa successfully sued his former female supervisor, receiving more than a million dollars in damages under state law. Although there are some other cases of men charging sexual harassment by women, this may be the largest damage award, in part because California, unlike many states, and the federal discrimination in employment law (Title VII of the Civil Rights Act), places no limits on the amount of damages allowed.

Although the case does not involve academic personnel, it indicates the seriousness with which courts view the relatively rare phenomenon of women supervisors harassing male employees, as well as illustrates the potential for damages under state law.

SEXUAL HARASSMENT ADMINISTRATOR ACCUSED OF SEXUAL HARASSMENT

◆An associate dean of student affairs at Massachusetts Institute of Technology who handled sexual harassment complaints has resigned amidst charges that he had harassed a female associate director of financial aid.

James Tewhey was also being investigated concerning charges of misconduct and mismanagement.

HARASSMENT BEGINS BEFORE COLLEGE: HOSTILE HALLWAYS IN HIGH SCHOOL

- Eighty percent of public school students in 8th through 11th grade have experienced some form of sexual harassment in their school life. *Hostile Hallways: The AAUW Survey on Sexual Harassment in America's Schools* revealed that 85 percent of girls and 75 percent of boys have experienced some form of sexual harassment in school. The report was commissioned by the American Association of University Women (AAUW).

Next year's college students are harassing each other, with one third of the students in the survey reporting harassment in grade six or earlier. Only 7 percent of students told a teacher and 23 percent told a parent or family member. Two thirds of the boys and 52 percent of the girls admit to harassing others.

Girls reacted more negatively to harassment, with 33 percent not wanting to go to school as a result of the harassment, compared to 12 percent of the boys.

One in four girls reported being harassed by a teacher or other school employee. African-American girls (33 percent) were more likely to be harassed by a school adult than white girls (25 percent) or Hispanic girls (17 percent).

The survey was conducted by Louis Harris and Associates, and should be useful to teacher trainers. *Hostile Hallways* is available from AAUW Sales Office, P.O. Box 251, Annapolis Junction, MD 20701-0251 for $8.95 for members, $11.95 for non-members.

- Sexual harassment of girls was also documented, with similar data, by the Center for Research on Women at Wellesley College in its recently published report of its survey of 2,000 girls ranging from 9-19 years. Even when girls told a teacher or administrator about harassing experiences, the harasser went unpunished in 45 percent of the cases. For a copy of "Secrets in Public," send $11 to the Center for Research on Women, Wellesley College, Wellesley, MA 02181-8259.

HOW TO GET HARASSERS TO BACK OFF

◆*Back Off! How to Confront and Stop Sexual Harassment and Harassers* explores a variety of strategies and examines more than 70 real-life stories of women and girls who have stopped harassment on the street, on the job, and in school. Martha J. Langelan provides numerous pragmatic suggestions (instead of helpless silence, angry aggression, appeasement, or avoidance), and describes the principles underlying the strategies so they can be used in virtually any situation involving harassment.

Also included are suggestions for what men can do when the women around them are harassed and creative tactics for community and group action. Published by Fireside, the paperback book is $12.00. As one of the best books on the subject, it should be useful to individuals, women's centers, and other groups developing programs and seeking to empower women to deal with harassment.

COURT REVERSES $1.3 MILLION AWARD IN RAPE CASE

◆A federal appeals court has reversed a jury award of $1.3 million in a case involving a student at the University of Southern California who was raped by a stranger. The woman claimed that USC's security was inadequate. She was on her way to a credit union adjacent to the campus when she was dragged to a nearby clump of bushes and raped.

The appeals court ruled that the university could not be held liable for every crime committed on its campus. The student may appeal the decision.

SEXUAL HARASSMENT ON CAMPUS

THE PROBLEM THAT WON'T GO AWAY

A special two-part focus of **Initiatives**, the journal of the National Association for Women in Education

Practical resources and information you need now to address this still-pervasive, demoralizing problem—

- Analysis of legal issues by a NOW attorney
- Obstacles to the reduction of harassment
- Uncommon perspectives on harassment—victim, faculty, women of color, researchers, university president
- Harassment in various academic settings and of nonacademic employees
- The need for "new taboos" in the academy
- Results-oriented programs, projects, strategies

To order, send check or money order for
$26.00 to
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511
20. 659 9330

RESOURCES

WARMING THE CHILLY CLASSROOM

◆*Improving the Climate of the College Classroom* describes individual projects by faculty at four University of Wisconsin System institutions. Twenty three studies are included, with several under each of the following topics: assessment, effects of particular changes (such as seating or using students' names), effects of changes in questioning and responding to students, effects of student-centered learning, and effects of changing the content of courses.

The 187-page book also contains a student perception questionnaire and a short bibliography about women and people of color in the classroom. The studies were funded by grants from the UW System Office of Equal Opportunity Programs and Policy Studies and the UW System Undergraduate Teaching Improvement Council. To order, send $6.00 (check made payable to UW System) to the Office of Equal Opportunity Program and Policy Studies, UW System Administration, 1802 Van Hise Hall, 1220 Linden Drive, Madison, WI 53706.

HELPING STUDENTS COPE WITH SEXUAL DISCRIMINATION AND HARASSMENT

◆*Get Smart!: What You Should Know (But Won't Learn in Class) About Sexual Harassment and Sexual Discrimination* should help college women understand how their experiences are not the same as those of their male peers. *Get Smart!* describes problems women might encounter in the classroom, relationships with faculty, decisions made about a student's class achievement or job applications, university policies and procedures, and legal rights of students. A wide range of practical strategies are suggested throughout the book to help students ensure that they obtain their fair share of the educational opportunities their college has to offer. A list of resources is also included.

Originally published in 1988, the 171-page book has been updated to include additional information about sexual harassment and date rape and is written by Montana Katz and Veronica Vieland. The $12.95 book is available from the Feminist Press, City University of New York, 311 East 94th Street, New York, NY 101128.

EVERYTHING YOU WANTED TO KNOW ABOUT AFFIRMATIVE ACTION

◆*The Affirmative Action Handbook: How to Start and Defend Affirmative Action Programs* was designed to answer some of the most frequently asked questions about affirmative action, such as: How does affirmative action differ from a quota system? What standards must be met to develop a legal affirmative action program? What strategies are most effective for assuring equal employment?

The *Handbook* provides an up-to-date outline of the legal standards governing affirmative action and practical examples of how to start such programs. It also suggests ways to respond to charges of reverse discrimination, demonstrates the positive effects of affirmative action, and clarifies how affirmative action equalizes opportunities without forcing employers to hire unqualified employees.

Although not aimed at higher education institutions, colleges and universities will find the information useful. The 38-page booklet was written by Equal Rights Advocates and the Lawyers' Committee for Civil Rights of the San Francisco Bay Area and is available for $5.00 from Equal Rights Advocates, 1663 Mission Street, Suite 550, San Francisco, CA 94103.

AFRICAN AMERICAN WOMEN

◆*Spirit, Space and Survival: African American Women in (White) Academe* examines the dilemmas and contributions of African American women in predominantly white institutions. The anthology reflects the diversity of spiritual, political, and intellectual perspective of African American women and examines racist and sexist bias in academe. The essays are written by African American women in administration, political science, American Studies, women's studies, African American studies, literature, psychology, and artist-in-residence programs.

The 312-page book is edited by Joy James and Ruth Farmer and also contains a bibliography and syllabi. Available from Routledge, Inc., 29 West 35th Street, New York, NY 10001-2291 for 20.00 plus $2.50 for shipping.

WOMEN IN HIGHER EDUCATION

◆For a comprehensive look at women in colleges and universities, try *Women in Higher Education: A Feminist Perspective.* It covers a wide range of subjects, examining theoretical and research perspectives; the historical, social, professional and institutional context; women as students, faculty, administrators, and trustees; and curricular change and feminist pedagogy. The concerns of women of color are also discussed.

Edited by Judith S. Glazer, Estela M. Bensimon and Barbara K. Townsend, the book contains 40 reprints of articles by authors well-known and lesser known, such as Carol Gilligan, Helen S. Astin, Bernice R. Sandler, bell hooks, Elizabeth K. Minnich, Catherine R. Stimpson, and Adrienne Rich.

The 600-page book ends with a short bibliography for each section. Published by Ginn Press as part of its Ashe Reader Series, the book costs $41.00.

FEMINIST ASSESSMENT

◆*Students at the Center: Feminist Assessment* is designed to facilitate program assessment. Although based on the assessment of seven women's studies program, the 120-page book is not only useful for feminist scholars who want to assess their program but raises questions and issues about assessment that can be of help in assessing other kinds of programs or learning situations. Edited by Caryn McTighe Musil, Senior Research Associate at the Association of American Colleges, the book is a compilation of feminist principles of assessment, innovative assessment designs, and practical advice on how to set up a student-centered, faculty-driven campus assessment project.

Available from the Association of American Colleges, 1818 R Street, NW, Washington, DC 20009 for $12.00.

SPEAKING ELECTRONICALLY

◆*Electronic Access to Research on Women: A Short Guide* summarizes in detail the various resources in women's studies that are available electronically. It also lists discussion groups on a variety of women's issues, newsgroups, electronic conferencing and electronic journals.

The guide, written by Judith Hudson and Kathleen Turek, is available from the Institute for Research on Women, University at Albany, Social Science 341, 1400 Washington Avenue, Albany, NY 12222. For each copy send a check or money order for $2.50 to the Research Foundation of SUNY.

◆*Women, Information Technology and Scholarship* explores what the new information revolution holds for women and feminist scholarship. Will women share equally and beneficially in the promised benefits of the new technologies?

The authors focus on the social and political aspects of new information technologies including computer networks, electronic mail, computer databases, electronic publishing, and distribution systems. Edited by H. Jeanie Taylor, Cheris Kramerae, and Maureen Ebben, the book includes articles by Kramerae, Dale Spender, Ann Okerson, and others, and contains a comprehensive annotated bibliography of women and technology materials.

The 127-page book costs $10 plus $2 for shipping from WITS (Women, Information Technology and Scholarship Working Colloquium), The Center for Advanced Study, 912 West Illinois Street, Urbana, IL 61801.

HOW TO ADVERTISE
IN JOBLINE AND ETCETERA

It's easy–and cost-effective–to advertise in the *About Women on Campus* Job Line and Etcetera.

Quarter page (3 1/2" x 5")	$150
Half page (3 1/2" x 9 1/2" or 7" x 5")	$200
Full page (7" x 9 1/2")	$300

We can accept camera-ready display ads or set type from your copy.

For more information or to reserve ad space, call 202/659-9330 or FAX 202/457-0946 or write: *About Women on Campus*
1325 18th Street NW, Suite 210
Washington, DC 20036-6511

PROVOST

University of Pittsburgh

The University of Pittsburgh invites nominations and applications for the position of Provost and Senior Vice Chancellor. The Provost, as chief academic officer of the University, reports directly to the Chancellor and works closely with senior vice chancellors for the health sciences and for business and finance, who constitute the Executive Staff, as well as other senior level administrators.

The University of Pittsburgh is an independent, state-related research university located in Pittsburgh, Pennsylvania. The University is comprised of 18 undergraduate, graduate, and professional schools including a large and highly respected academic health center, more than 25 interdisciplinary centers on the Pittsburgh campus, and four regional campuses. The University serves some 34,000 students, including 8,000 graduate-level students.

The Provost is responsible, through the deans, for the undergraduate and graduate academic degree and certificate granting programs in the arts and sciences and in the graduate and professional schools, as well as for all regional campuses, all non-medical basic and applied research centers, the university library system, and all academic support services. The Provost also has oversight of academic planning and academic personnel policy for the entire University.

The University is seeking a person of superior intellectual vision and ability to provide academic leadership into the next century. The successful candidate should have broad administration experience, strong organizational and leadership skills, and the ability to deal creatively and effectively with the intellectual, financial, and managerial responsibilities of the office. Requirements include an earned doctorate or the equivalent, eligibility for a senior faculty appointment, evidence of sound scholarship, and demonstrated success in academic administration.

The main campus of the University of Pittsburgh is located in Oakland, Pittsburgh's educational, cultural, and medical district, and is within an hour's commuting distance for the metropolitan area's 2.2 million people. Its 132 acres include more than 90 academic buildings and residence halls.

The University offers an excellent salary, benefit, and retirement package. In order to receive full consideration, nominations and applications should be sent as soon as possible and no later than November 15th to:

Chairperson
Search Committee for the Provost and Senior Vice Chancellor
University of Pittsburgh
2117 Cathedral of Learning
Pittsburgh, PA 15260

Applications should include a letter of application, resume, and names of three references. The starting date for the position is expected to be September 1, 1994. The University of Pittsburgh is an affirmative action, equal opportunity employer. Women and minorities are encouraged to apply.

Dean

College of Business
Colorado State University

Colorado State University, a land grant, Carnegie Division I Research university of 21,000 students, invites applications and nominations for the position of Dean of the College of Business. This position reports directly to the Provost and Vice-President for Academic Affairs.

One of eight colleges at the university, the College of Business serves approximately 3,000 undergraduate business and pre-business majors and 400 graduate students enrolled in MBA, Executive MBA, and MS programs of study. The College is AACSB accredited at both the undergraduate and graduate levels. The College employs approximately 100 instructional staff in the departments of Accounting & Taxation, Computer Information Systems, Finance & Real Estate, Management, and Marketing. In addition to these academic departments, the College of Business is the home of the Institute of Transportation Management and the Center for Quality & Productivity Improvement. The curriculum of the College is highly technology-integrated and the personal computer-to-student ratio is outstanding among the nation's colleges and universities.

The Dean of the College of Business is responsible for effective articulation of the aims of a business administration education, and with being the major spokesperson for the College in decisions involving curriculum, personnel, and budget issues. The Dean is expected to support and encourage faculty excellence in teaching, scholarship, technology, creative endeavors, and professional development. As an advocate for the College of Business, the Dean is responsible for continuing the college's outreach efforts, including an internationally televised MBA program which serves approximately 400 highly qualified distance learners. Diversity among the faculty remains a college goal that will be pursued aggressively through recruitment and development of faculty members.

Colorado State University provides a high quality education and research environment in a community which has plants for such technology-driven companies as Hewlett-Packard, NCR, Teledyne Water-Pik, and Anheuser Busch. Located 60 miles north of Denver at the foothills of the Rockies, Fort Collins is an appealing city of 100,000 that offers a unique climate with abundant recreational opportunities nearby.

Qualifications

- An earned Ph.D. in an appropriate discipline is preferred.
- A record of achievement in business, industry, or academia commensurate with appointment as a tenured full professor.
- Candidates with a business background should have an outstanding record of leadership and achievement, and a demonstrated commitment to, and understanding of, higher education.
- Proven administrative experience and a high standard of professional integrity.
- Demonstrated success in securing external support and funding.
- Personal qualities that will facilitate working relationships with students, faculty, university administration, alumni, business leaders, and other university stakeholders.
- A clear commitment to academic excellence in undergraduate and graduate education, and scholarly activities.
- A commitment to global business education,
- A demonstrated record of success in achieving cultural diversity and equal opportunity.
- A commitment to technology.

Applications or nominations should be sent to Joan Chambers, Director of University Libraries, Morgan Library, Colorado State University, Fort Collins, Colorado 80523. An application consists of a resume, a letter of application relating qualifications specifically to this position, and names, addresses, and telephone numbers of five references. The deadline for submission of completed applications is December 1, 1993 and screening will begin soon thereafter. The selected candidate will be expected to start during Summer 1994 or as negotiated. Salary and a generous benefits package, including a TIAA/CREF option, are competitive and commensurate with qualifications.

Colorado State University is an affirmative action/equal opportunity employer and specifically invites and encourages applications from women, minorities, and persons with disabilities. Equal Opportunity Office, 21 Spruce Hall, Colorado State University, Fort Collins, Colorado 80523.

DEAN OF THE SCHOOL OF EDUCATION UNIVERSITY OF KANSAS

Nominations and applications are sought for the position of Dean of the School of Education at the University of Kansas. Though negotiable, the target starting date is January 1, 1994.

The School of Education is an innovative and progressive unit of the University consisting of more than 100 tenure-track faculty and enrolling more than 1,000 undergraduate and 2,000 graduate students. The School is involved in a number of innovative programs including extended teacher education, instructional leadership doctoral training, and the establishment of professional development schools. It is an active unit within the University in generating external funding.

Candidates must have a Ph.D. or Ed.D. in a discipline represented in the School, eligibility for the rank of professor, excellent teaching and scholarship credentials, evidence of leadership and administrative experience, ability to articulate a vision for the School, and commitment to securing financial resources.

Applications will be accepted until the position is filled. Screening of applications will begin September 30, 1993. EO/AA employer. A full job description is available upon request. Applications for and nominations of private sector individuals who meet the above qualifications are welcome. Interested applicants are asked to submit a letter of interest, a resume, and three letters of reference forwarded directly by the writers.

Sherry A. Borgers, Co-Chair
Cheryl A. Harrod, Co-Chair
Dean of Education Search Committee
Office of Academic Affairs
132 Strong Hall
University of Kansas
Lawrence, KS 66045
Telephone: 913-864-4455
FAX: 913-864-4463

IOWA STATE UNIVERSITY
OF SCIENCE AND TECHNOLOGY

Affirmative Action Officer

Iowa State University invites applications and nominations for the position of Affirmative Action Officer. The position reports to the President with routine reporting through the Executive Assistant to the President.

Iowa State University is a comprehensive land-grant research university located in Ames, a community of 50,000 people known for its exceptional quality of life. Iowa State has 25,000 students, 1,700 faculty members, 3,700 support staff, and an annual budget of approximately $565 million. The University offers undergraduate, graduate, and professional degrees through its nine colleges.

The Affirmative Action Officer develops and monitors effective equal opportunity and affirmative action policies and procedures to ensure compliance with federal, state, and Board of Regents mandates; advises the administration; investigates complaints of discrimination filed internally; and acts as liaison with federal and state enforcement agencies on compliance reviews and on discrimination complaints filed externally.

The position requires significant experience in and understanding of civil rights law, administration of a comprehensive equal opportunity/affirmative action program, and experience in university administration. An advanced degree is required. The successful applicant will have a demonstrated commitment to equal opportunity and affirmative action, a commitment to the land-grant philosophy, and the ability to represent the University effectively to internal and external constituencies. Salary range begins at $42,658.

Nominations and applications will be accepted until the position is filled. Applicants should submit a letter of application, a curriculum vita, and the names, addresses and telephone numbers of at least five references. The Search Committee will begin its review October 15, 1993. Questions should be addressed to Dr. Edwin C. Lewis, Associate Provost, by telephone at 515-294-5882. The position will be available on January 1, 1994. Send nominations or applications to:

Affirmative Action Officer Search Committee
Office of the Provost
204 Lab of Mechanics
Iowa State University
Ames, Iowa 50011

Iowa State University is an equal opportunity/affirmative action employer and encourages the nomination and application of women and minority candidates.

Assistant Vice Chancellor Division of Student Affairs

University of California, Santa Barbara

The Assistant Vice Chancellor for Student Academic Services assists the Vice Chancellor in the management of the Division of Student Affairs and works in partnership with the Executive Group (the division's primary policy-making body) in long-range planning, fiscal management, and policy formulation. The Assistant Vice Chancellor works with the Vice Chancellor and Executive Group to provide vision and direction in a constantly changing higher education environment and to articulate and analyze issues of division, campus, and systemwide import. S/he provides leadership in achieving a diverse student body and in creating and maintaining a campus climate that supports multiculturalism and promotes the academic achievement and personal development of all students.

The Assistant Vice Chancellor oversees the day-to-day operational management of the division and interacts regularly on behalf of the Vice Chancellor with all departments, units, and programs. Areas of responsibility include Admissions and Relations with Schools, the Registrar's Office, Student Financial Services, the Educational Opportunity Program/Student Affirmative Action, Campus Learning Assistance Services, the Disabled Students Program, and International Students and Scholars. In the absence of the Vice Chancellor, the Assistant Vice Chancellor has the authority to act for the division in matters of policy.

The successful candidate will be working in a collaborative environment and must have record of team building, problem-solving, and organizational effectiveness. We are looking for someone who can build consensus, successfully orchestrate changes, and is committed to promoting educational equity. S/he must also have a demonstrated skill in written and spoken communication and the ability to develop good working relations on and beyond the campus.

A doctoral or other terminal degree is preferred. Salary commensurate with qualifications and experience. Starting date on or before July 1, 1994. Applicants should submit a letter of interest and a current vita/resume, including the names, addresses, and telephone numbers of at least five professional references. For primary consideration, applications and nominations should be received no later than November 12, 1993. The position will be open until filled. Refer to job number 93-08-052 BO. Materials should be sent to:

Barbara Ortiz
Employment Analyst
University of California, Santa Barbara
Personnel-Employment
Santa Barbara, CA 93106-3160

UC Santa Barbara is an Affirmative Action/Equal Opportunity Employer committed to fostering diversity in its faculty, staff, and student body and welcomes applications from minorities, women, and persons with disabilities.

Women's Center Director

The University of California, Santa Barbara invites applications for the position of Director of the Women's Center. The Director functions as a Department Head as well as an advocate and coordinator for women's issues campuswide and in the community. Manages and oversees budget, program development, resource allocation, employment, and supervision of staff. Responsibilities include securing additional funds for the Center, working closely with faculty to foster research concerning women's issues, and handling special projects assigned by the Dean of Students.

Candidates must demonstrate a commitment to and experience in addressing issues affecting women across race, culture, class, and sexual orientation constituencies. Progressively responsible experience in management of program and staff. Excellent writing and oral communication skills. Ability to establish and empower networks across various groups in different organizations. Demonstrated ability to work well with various campus constituencies. Experience in program assessment and evaluation, teaching, training, and advocacy preferred. Familiarity with University policies and procedures desirable. Master's degree, doctorate preferred. Experience with academic research/teaching desirable.

Applicants should submit a letter of interest and a current vita/resume, including the names, addresses, and telephone numbers of at least three professional references. For primary consideration, applications should be received no later than September 30, 1993. The position will be open until filled. Salary commensurate with qualifications and experience. REFER TO JOB NUMBER 93-02-008 BO

Send materials to: **Personnel Services**
3607 South Hall
University of California
Santa Barbara, CA 93106-3160

AA/EOE

MOLECULAR NEUROBIOLOGIST

The Section of Neurobiology & Behavior, Division of Biological Sciences, Cornell University, invites applications for a tenure-track position in molecular neurobiology at the Assistant Professor or beginning Associate Professor level, available July 1994.

We seek a neurobiologist studying the molecular mechanisms of signal transduction in the nervous system. Possible research interests include molecular mechanisms of transmitter release, structure/function studies of channels and receptors, second messenger pathways, and other functional aspects of synaptic transmission and its modulation.

Applicants should send a CV, selected reprints or preprints, and statements of research and teaching interests, and arrange to have three letters of recommendation sent to: Search Committee, Section of Neurobiology and Behavior, Cornell University, Seeley G. Mudd Hall, Ithaca, New York, 14853. The Search Committee will begin screening applicants September 15, 1993

Cornell University is an Affirmative Action/Equal Opportunity Employer.

Women and minority candidates are urged to apply.

Boise State University
Vice-President for Finance and Administration

Responsibilities: Provide leadership for the financial and administrative units of the University; serve as a senior member of the administrative team; oversee financial management of a total budget of $100 million, planning, physical plant operations, human resources, transportation, safety and security, University relations, major event facilities, and other administrative services. Serve as the chief fiscal officer and work with the State Board of Education. The position reports to the President of the University.

Qualifications:

- ★ Graduate degree in Business Administration or related field
- ★ Five or more years of experience in senior level management position
- ★ Ability to work in a facilitative and cooperative manner with diverse groups
- ★ Ability to coordinate a wide variety of University functions
- ★ Ability to provide leadership for University staff development and training

The University and The Community: Boise State University a public comprehensive undergraduate and graduate institution with the largest enrollment in the state offers a range of nationally accredited programs. Enrollment exceeds 15,000 students supported by approximately 1,500 faculty and staff. The University is located in the capital city of Idaho which is the state's business, governmental and medical center. Major companies in Boise include Albertson's Inc., Boise Cascade Corp., Micron Technology, Morrison-Knudsen, and Hewlett-Packard. Boise is a cultural center with the Morrison Center for the Performing Arts located on campus and is home to the Boise Philharmonic, American Festival Ballet, Boise Opera, and the Idaho Shakespeare Festival. Boise provides a moderate climate and outstanding quality of life with camping, rafting and skiing readily available.

Salary and Benefits: Salary and benefits will be competitive as related to background and experience.

Starting Date: As soon as possible, but preferably no later than January 1, 1994.

Application Procedures: Nominations and applications are encouraged. Boise State University is strongly committed to achieving excellence through diversity. The University seeks applications and nominations of women, persons of color and members of other under-represented groups. Submit letter of application, current resume and statement of management philosophy to: Dr. David S. Taylor, Chair, Vice President for Finance and Administration Search & Screening Committee, c/o Office of Vice-President for Student Affairs, Boise State University, 1910 University Drive, Boise, ID 83725 Phone: (208) 385-1418, Fax: (208) 385-3305, TDD: (208) 385-1486

Review of candidates files will begin as they are received and will continue until the position is filled.
EEO/AA Institution

ACE

FELLOWS PROGRAM 1994-95

Leadership for Higher Education

The American Council on Education invites your participation in the **1994-95 ACE Fellows Program**. The Fellows Program is a year-long internship designed to identify and develop future leaders in higher education.

Since 1965 the Fellows Program has helped more than 1,000 women and men gain the expertise and perspective necessary to assume significant leadership roles.

Application Deadline:
November 1, 1993

- Candidates must have a minimum of five years of college-level experience as faculty members and/or as administrators.
- Candidates must be nominated by the president or a senior officer of their institution who agrees to pay their salary and benefits.
- Each Fellow spends a full academic year in a mentor/intern relationship with a college or university president and other senior administrators.
- Placements are cooperatively arranged by the Fellow and the ACE Fellows Program staff.
- **Women, minority and community college candidates are especially encouraged to apply.**

For further information and application materials call or write:

ACE Fellows Program
American Council on Education
One Dupont Circle
Washington, DC 20036-1193
(202) 939-9412

• SPAIN • U.S.A. • ITALY • NIGER • FRANCE •

CHINA • ENGLAND

BOSTON
UNIVERSITY
INTERNATIONAL PROGRAMS

Do you know where your students will be next year? **Have they considered studying abroad?**

To receive information on our programs contact us at:

Boston University
Division of International Programs
Box NAWE 1
232 Bay State Road
Boston, MA 02215
617/353-9888

RUSSIA • GREECE

• BELIZE • ECUADOR • ISRAEL • AUSTRALIA •

CALL FOR PARTICIPATION:
PAPERS, PANELS AND ROUNDTABLES

INNOVATIONS IN STATE & LOCAL GOVERNMENT: NEW DIRECTIONS FOR WOMEN

The Fourth Women's Policy Research Conference

JUNE 3-4, 1994

Sponsored by:
THE INSTITUTE FOR WOMEN'S POLICY RESEARCH (IWPR) &
THE DEPARTMENT OF SOCIOLOGY, COLLEGE OF ARTS AND SCIENCES, &
THE DEPARTMENT OF PUBLIC ADMINISTRATION, SCHOOL OF PUBLIC AFFAIRS,
AT THE AMERICAN UNIVERSITY

The Fourth Women's Policy Research Conference will focus on recent innovations and new directions in government at the state and local level and their implications for women as both workers and clients of the public sector. Other policy-relevant research findings and issues of concern to women will also be addressed. We especially invite state and local government executives, legislators and employees, union leaders representing public workers, advocates from women's groups and other public interest organizations, policymakers, researchers and scholars to address such topics as:

- Where are women as workers and clients in state and local government?
- Reinventing Government: Women's management styles and feminist ideas of bureaucracy.
- Investing in High-Performance Government: What are the needs of women?
- Welfare Reform, Job Training, the "Family-Friendly" Workplace, Downsizing Local Government, the Partnership between Government and Community.
- What Works: Strategies to improve state and local government for women workers and clients.

To present your work or experience at the 1994 Conference, please submit a one or two page summary of your proposed presentation by November 15, 1993, to IWPR at the address listed below. The conference will provide an exciting forum to share ideas and strategies for influencing policy in order to benefit women.

For additional information, please contact, Lucía Fort, 1994 Conference Coordinator at IWPR (202) 785-0393; Fax: (202) 833-4362. Information on registration will be available by October 15, 1993.

MARK YOUR CALENDAR!
JUNE 3-4, 1994

The Institute for Women's Policy Research, 1400 20th Street, N.W., Suite 104, Washington, D.C. 20036 (202) 785-5100
Heidi Hartmann, Director *Roberta Spalter-Roth, Director of Research*

◆

☐ **YES** *I am concerned about women on campus and want to enter my subscription to* About Women on Campus.

Special introductory subscription rates:

Individual	1 year (four issues)	$20	**Institution**	1 year (four issues)	$28
	2 years (eight issues)	$35		2 years (eight issues)	$50

Foreign subscriptions: Please add $7.00 per subscription to cover additional postage.

Discounts are available for bulk subscriptions mailed to a single institutional address.
Call 202-659-9330 (FAX 202-457-0946) for details.

Name ______________________________

Title ______________________________

Institution ______________________________

Address ______________________________

City/State/Zip ______________________________

Send subscription form and check or institutional purchase order made payable to NAWE to:
About Women on Campus, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511

☐ **AND** *I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations.*

Send information about membership to the address I have provided above.

◆

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511

Second Class Postage
Paid at Washington DC